

# 2018 CATALOG

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This is to certify this catalog as being true and correct in content and policy.  
Director signature:

\_\_\_\_\_  
Harry Comp and/or Penny Muccia

**Parisian Beauty Academy**

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## **MISSION STATEMENT**

Our school's mission is to provide a quality educational system to prepare students to pass the state board examination and gain employment within their chosen field of study. We are passionately committed to providing a solid educational foundation to empower our team in the pursuit of excellence and we strongly believe that when people come first, success will follow.

## **SCHOOL FACILITIES**

Our programs offer the challenge of a stimulating and rewarding career. Parisian Beauty Academy, Paul Mitchell Partner School was established 1949 and is fully equipped to meet all the demands of modern hair, skin care, and nail care, while at the same time providing a high-tech atmosphere and attitude for progressive personal development.

The 10,000 sq. ft. of classroom and practical area, and a 1000-sq. ft. of office space has been designed for the student to receive the maximum benefits from the training offered. All permanent school equipment and facilities exceed the requirements of The State Board of Cosmetology Hairstyling and are of modern design. The school also maintains an up to date reading and video library for use by staff and students.

The school is located in the heart of Hackensack's business district, on the corner of State Street and Passaic Street. Our central location is convenient to public transportation. Parisian Beauty Academy, Paul Mitchell Partner School has two floors of complete and modern facilities designed for the training of all phases of Cosmetology Hairstyling, Manicuring and Esthetics training, including a fully equipped clinic for practical experience of salon type service on clinic patrons.

The school is in a free standing building consisting of two floors. The first floor is handicap accessible which includes a handicap accessible bathroom and drinking fountain.

## **ADMINISTRATION/OWNERSHIP**

Parisian Beauty Academy Inc., dba Parisian Beauty Academy, Paul Mitchell Partner School, is an independently owned and operated franchisee of Paul Mitchell Advanced Education, LLC.

## **NONDISCRIMINATION**

Parisian Beauty Academy, Paul Mitchell Partner School, in its admission, instruction, and graduation policies and practices, does not discriminate on the basis of sex, race, religion, age, ethnic origin, color, disability, sexual orientation, or ancestry. The school does not allow or tolerate discrimination of any kind, bullying, harassment, or hazing of any sort. If any student or team member experiences or witnesses anyone being bullied, harassed, or hazed in any way, he or she is required to report the matter to the school's director, Harry Comp and/or Penny Comp Muccia, in person or by calling (201) 487-2203, or by mail at 362 State Street Hackensack, NJ 07601 immediately so appropriate action can be taken.

## **COURSE DESCRIPTIONS**

***(Courses are taught in English and Spanish )***

***\*Spanish courses are taught in our night cosmetology hairstyling program only.***

### **Cosmetology Hairstyling: Standard Occupational Classification (SOC 39-5012.00)**

#### ***Classification of Instructional Program (CIP 12.0401)***

The curriculum involves 1200 hours to satisfy New Jersey state requirements. The course includes extensive instruction and practical experience in cutting, hair coloring, perming, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, sanitation, state laws and regulations, salon-type administration, and job interviewing.

*\*Students are prepared to be entry level cosmetologist.*

### **Skin Care: SOC 39-5094.00, CIP Code 12.0403**

The curriculum involves 600 hours to satisfy New Jersey state requirements. The course includes extensive instruction and practical experience in facials, hair removal, makeup application, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, state laws and regulations, salon-type administration, and job interviewing.

*\*Students are prepared to be entry level skin care.*

### **Manicuring: SOC 39.5092.00, CIP code 12.0410**

***\*Not currently offering this program***

The curriculum involves 300 hours to satisfy New Jersey state requirements. The primary purpose of the manicure course is to train students in the basic manipulative skills, safety judgments, proper work habits, and desirable attitude necessary to pass the state board examination and acquire competency in an entry-level job position as a nail care technician or related career avenue.

*\*Students are prepared to be entry level manicurist.*

### **Teacher Training: SOC 25-1194.00, CIP Code 13.1399**

The curriculum involves 500 hours to satisfy New Jersey state requirements. The course educates prospective teachers to address the needs of students in the classroom and the clinic floor. Prospective teachers learn to utilize a system of forward-focused thinking and front-end coaching. By learning the methods of teaching Cosmetology Hairstyling, the prospective teachers learn to engage students in the learning process and stimulate the discovery process with visuals, music, and/or hands-on activities.

*\*Students are prepared to be entry level teacher training.*

At this time the school does not have any plans to improve or change its educational programs.

The school does not have any written agreements with any other entity to offer in whole or part any of its educational programs.

## **PARKING**

Students must abide by local (city and/or landlord) parking rules, which are announced during orientation. Parisian Beauty Academy, Paul Mitchell Partner School will not be responsible for parking violations and/or towing fees.

## ADMISSION REQUIREMENTS

Parisian Beauty Academy, Paul Mitchell Partner School admits as regular students those of a minimum age 16 years of age, *must show proof of birth*, and those students who are high school graduates or holders of a high school equivalency diploma. Parisian Beauty Academy, Paul Mitchell Partner School does not accept ability to benefit (ATB) students at this time.

## ADMISSION PROCEDURE

- ❶ **Complete an Application Form:** Complete and submit the application form to the school prior to registration. All forms may be obtained by requesting them from Parisian Beauty Academy, Paul Mitchell Partner School.
- ❷ **Submit an Application Fee:** Action will not be taken on admission or any student loan application until an application fee of \$100.00 is received. Please submit the fee in the form of a check or money order, payable to Parisian Beauty Academy, Paul Mitchell Partner School. This fee is not included in the cost of tuition. In extraordinary circumstances, the school may waive the application fee for students that transfer from a school that has suddenly closed without notice.
- ❸ **Submit Six (6) Photos:** The photos should be a recent head and shoulder shot of the applicant.
- ❹ **Entrance Essay:** The essay should include the applicant's accomplishments and career goals.
- ❺ **Personal Interview and Language assessment:** Applicant must complete a personal interview and language assessment with the admission's Team prior to registration.
- ❻ **Provide Verification Documents:**
  - a. **Identification (*provide only one*):** Copies of a passport, a government-issued identification, a driver's license, or a birth certificate are required.
  - b. **Education (*provide only one*):** Copies of a standard high school diploma\*, high school transcripts\*\*, an academic transcript of a student who has successfully completed at least a two-year program that is acceptable for full credit towards a bachelor's degree or a High School Equivalency diploma or official High School Equivalency diploma test scores.

\* Please note that a Modified High School Diploma, a Certificate of Completion, or a Certificate of Attainment is not accepted for our Admissions requirements. They are not considered equivalent to a Standard High School Diploma. We are required to verify that your proof of education is from a valid high school or High School equivalency program. If we determine that your diploma or High School Equivalency diploma is not valid, you will be denied admission to the school.

- ❼ **Teacher Training:** Students who wish to enroll in the teacher training program must provide a copy of a current and valid New Jersey cosmetologist/hairstyling licenses, must be 18 years of age, have at a minimum of six (6) months full time salon experience.

**\*\*Foreign Diplomas or Transcripts:** The school will accept a foreign diploma or transcript, however the diploma or transcript **MUST** be equivalent to a U.S. high school diploma and must be translated into English by a certified translator and evaluated by a credentialed evaluation service. ***It is the students responsibility to have the foreign diploma or transcript translated and evaluated as part of the admissions process.*** Because the cost of evaluating a foreign diploma or transcript must be incurred as a charge of admissions prior to enrollment in an eligible program, the fee cannot be included in the cost of attendance (COA). Guidance on who to contact to secure an official translation and evaluation can be obtained from the school Financial Aid Leader.

Parisian Beauty Academy, Paul Mitchell Partner School does not recruit students who are already enrolled in a similar program at another institution.



If you have a disability and need an academic adjustment, please notify the admissions officer as soon as possible so the school can review your request. If you are interested in attending our school and you do not have a high school diploma or high school equivalency diploma, please contact our admissions office for a list of high school equivalency programs located near the school. Parisian Beauty Academy, Paul Mitchell Partner School does not require a student to have immunizations / vaccinations to enroll in our school. A copy of the school's ADA Policy and Request for Accommodations form may be found on the school's website or from the school's Admissions Leader.

A student may transfer to Parisian Beauty Academy, Paul Mitchell Partner School by requesting to be admitted as a transfer. All documents from the previous school and State if applicable must be presented. According to the New Jersey State Board of Cosmetology and Hairstyling anyone requesting to transfer to a school must present their former documents and arrange for an evaluation of their skills and knowledge prior to enrollment.

### **APPLICANTS WITH NON-IMMIGRANT VISAS**

Applicants with non-immigrant visas include those with work visas, students, visitors and foreign government officials. An applicant with a non-immigrant visa is not eligible for FSA funds unless they have a Form I-94 with one of the endorsements given in the eligible document section. Non-immigrant visas include, but are not limited to, the F-1, F-2 or M-1 Student Visa, NATO Visa, B-1 or B-2 Visitors Visa, J-1 or J-2 Exchange Visitors Visa, H series or L series. Someone who has only a "Notice of Approval to Apply for Permanent Residence" cannot receive FSA funds.

In addition to the above documents, non-immigrant applicants must provide documentation to show that they are permitted to be enrolled in a post-secondary school in the United States. Please see the Financial Aid Officer to determine if you qualify for any type of Title IV financial aid. Please note that students who are studying under a student visa (I-20) are not eligible to receive financial aid. Those students studying under a student visa at a school approved by SEVIS must attend the full-time schedule and can only attend the program for a period not to exceed 12 months. This school location is not SEVIS approved.

### **ACCEPTANCE**

After a prospect has completed the enrollment application process, the enrollment team and director reviews each applicant and his or her required admissions materials including the written entrance essay and personal interview to determine acceptance. Upon the decision of the enrollment team and director, the applicant receives written notification of acceptance or denial. Note: All applicants must go through the entire enrollment application process (detailed in the enrollment application) which includes re-entry students (withdrawals) and transfer students.

## **REENTRY STUDENTS REQUIRMENTS**

- ❶ Outstanding tuition, fee, and overtime expenses must be paid in advance or the student must make satisfactory arrangements with the Financial Aid Leader.
- ❷ Previous tuition payments will be credited to the student's balance.
- ❸ Because tuition fees and costs are subject to change, reentering students will be contracted according to the current tuition costs and will be required to pay any additional fees if applicable.
- ❹ Pay a \$100.00 reentry fee if enrolling after six (6) months. Prior to six (6) months reentry, no enrollment fee is required.

The school does not deny readmission to any service member of the uniformed services for reasons relating to that service.

Readmission is reserved to the sole discretion of Parisian Beauty Academy, Paul Mitchell Partner School and may require special conditions.

Readmission for a student requires a personal interview with school administration. The reentering student will be placed on 30 day evaluation period. During the 30 day evaluation period the student must demonstrate for that period that they can meet the school's minimum attendance and academic requirements for Satisfactory Academic Progress. The student will then be evaluated for Satisfactory Academic Progress at the next scheduled evaluation period to determine their new status. Students who fail to meet the minimum attendance and academic requirements for that 30 day evaluation period may be terminated. Students who re-enter the program are placed in the same Satisfactory Academic Progress standing as when they left. If a re-enrolling student has previously used all of their excused absences provided under their original contract, the student will not receive any additional time for excused absences under the new re-enrollment contract.

## **REENTRY STUDENTS PROCEDURES**

Students wishing to reenroll must have their file history evaluated by the Education Leader. If a student is determined able to restart the Education will now determine if space is available in the next class start date. The student's file then goes to the Financial Aid Director to ensure the student is current on all tuition cost.

If the student does not meet or can not meet the Satisfactory Academic Policy they will be placed on a monthly payment plan, as no Federal Financial Aid is available.

If a student re-enrolls prior to 6 months from the last date of attendance the \$100.00 enrollment fee will be waived. If a student re-enrolls after 6 months from the last date of attendance the student will be required to pay the \$100.00 enrollment fee.

Students may be required to purchase, at an additional cost, any missing kit, equipment, or textbooks.



## **TRANSFER STUDENTS**

Parisian Beauty Academy, Paul Mitchell Partner School will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. For Cosmetology Hairstyling students, a maximum of 1000 hours will be accepted for students who transfer from another school; all Cosmetology Hairstyling transfer students must attend a minimum of 200 hours at Parisian Beauty Academy, Paul Mitchell Partner School to obtain the Parisian Beauty Academy, Paul Mitchell Partner School culture and educational program.

For Skin Care students, a maximum of 400 hours will be accepted for students who transfer from another school; all Skin Care transfer students must attend a minimum of 200 hours at Parisian Beauty Academy, Paul Mitchell Partner School, to obtain the Parisian Beauty Academy, Paul Mitchell Partner School culture and educational program.

For Teacher Training students, a maximum of 300 hours will be accepted for students who transfer from another school; all Teacher Training transfer students must attend a minimum of 200 hours at Parisian Beauty Academy, Paul Mitchell Partner School, to obtain the Parisian Beauty Academy, Paul Mitchell Partner School culture and educational program.

For Manicuring students, a maximum of 100 hours will be accepted for students who transfer from another school; all manicuring transfer students must attend a minimum of 200 hours at Parisian Beauty Academy, A Paul Mitchell Partner School, to obtain the Parisian Beauty Academy, Paul Mitchell Partner School culture and educational program.

The cost for transfer Cosmetology Hairstyling and Skin Care students is \$14.00 per hour and \$10.00 per hour for Teacher Training and \$9.00 per hour for manicuring students to attend at Parisian Beauty Academy, Paul Mitchell Partner School; this does not include the cost of a complete and current Parisian Beauty Academy, Paul Mitchell Partner School student kit.

Students transferring into Parisian Beauty Academy Paul Mitchell Partner School will be charged a Transfer Evaluation Fee of \$200.00. This fee will cover the cost to the school to evaluate your work and credentials. The evaluation will determine how many hours will be assigned to the student.

Please note that students transferring to another school may not be able to transfer all the hours they earned at Parisian Beauty Academy, Paul Mitchell Partner School; the number of transferable hours depends on the policy of the receiving school.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory Academic Progress (SAP) evaluation periods are based on actual contracted hours at the institution.

In extraordinary circumstances, the school may allow a student to transfer in more hours from a non-Paul Mitchell School, if the student is enrolling from a school that has suddenly closed without notice. In these instances, the school will evaluate the prospective student and credit them with the number of hours related to their course knowledge.

## **STATE LICENSING DISCLAIMER**

The state may refuse to grant a license if a student has been convicted of a crime; committed any act involving dishonesty, fraud, or deceit; or committed any act that, if committed by a licensee of the business or profession in question, would be grounds for the New Jersey Board of Cosmetology and Hairstyling to deny licensure. The New Jersey Board of Cosmetology and Hairstyling may deny licensure on the grounds that the applicant knowingly made a false statement of fact required to be revealed in the application for such license. Students who are not U.S. citizens or who do not have documented authority to work in the United States will not be eligible to apply to take the state licensure examination. Parisian Beauty Academy, A Paul Mitchell Partner School is not responsible for students denied licensure.

## ENROLLMENT INFORMATION

- ❶ **Enrollment periods:** Parisian Beauty Academy, Paul Mitchell Partner School usually begins a new Cosmetology Hairstyling and manicuring class about every eight (8) weeks, depending upon space availability. Teacher training class start depending upon space availability. Please refer to the Tuition and Registration Schedule supplement or contact Parisian Beauty Academy, Paul Mitchell Partner School for exact starting dates.
- ❷ **Holidays and school closures:** Parisian Beauty Academy, Paul Mitchell Partner School allows the following holidays off: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and one day per month for staff personal development. These dates are determined according to the calendar each year. Additional holidays may be added to the schedule at the discretion of school administration. The school is open for business unless there is a declared State of Emergency. Unexpected closures and snow days will be reported via the schools website and/or Facebook page.
- ❸ **Enrollment contract:** Parisian Beauty Academy, Paul Mitchell Partner School clearly outlines the obligation of both the school and the student in the enrollment contract. A copy of the enrollment contract and information covering costs and payment plans will be furnished to the student before the beginning of class attendance.
- ❹ **Payment schedule:** Parisian Beauty Academy, Paul Mitchell Partner School offers a variety of monthly financial payment schedules. See Parisian Beauty Academy, Paul Mitchell Partner School's Financial Aid Leader for details.

## EDUCATION GOALS

Parisian Beauty Academy, Paul Mitchell Partner School strives to provide a quality educational system that prepares students to pass the state board examination and gain employment within their chosen field of study. Our quality education system includes an outstanding facility, experienced and competent instructors, and a curriculum developed through years of experience and expertise. Our education goals are:

- ❶ To educate students to be professional, knowledgeable, and skilled in their field for marketability within the industry.
- ❷ To maintain an updated program that provides students with the knowledge to compete in their field of study.
- ❸ To promote the continuing educational growth of our faculty and students, using current teaching methods and techniques.
- ❹ To teach courtesy and professionalism as the foundation for a successful career in their chosen field of study.
- ❺ To prepare students to successfully pass the state licensing exam for entry-level employment.
- ❻ To train and graduate students while empowering them to become confident and excited to enter a successful career within the salon and beauty industry.

## FINANCIAL AID

Parisian Beauty Academy, Paul Mitchell Partner School has been approved by the U.S. Department of Education for the following programs of financial assistance to eligible students in order to help meet the cost of education:

- ① Federal Direct Student Loan Program
- ② Pell Grants
- ③ SEOG Grants
- ④ Veterans Benefits
- ⑤ New Jersey CLASS Loan

## COST OF TUITION AND SUPPLIES

Because of inflationary cycles, and because we must occasionally change equipment to remain current, the school reserves the right for the following tuition information to be subject to change.

### TUITION – Cosmetology Hairstyling

|  |                    |
|--|--------------------|
| Tuition  | \$18,380.00        |
| Application Fee ( <i>nonrefundable</i> )               | 100.00             |
| Equipment, Textbook, Supplies ( <i>nonrefundable</i> ) | <u>2,995.00</u>    |
| <b>TOTAL COSTS</b>                                     | <b>\$21,475.00</b> |

### TUITION – Skin Care

|  |                    |
|--|--------------------|
| Tuition  | \$9,500.00         |
| Application Fee ( <i>nonrefundable</i> )               | 100.00             |
| Equipment, Textbook, Supplies ( <i>nonrefundable</i> ) | <u>3,285.00</u>    |
| <b>TOTAL COSTS</b>                                     | <b>\$12,885.00</b> |

### TUITION – Manicuring

|  |                   |
|--|-------------------|
| Tuition  | \$2,570.00        |
| Application Fee ( <i>nonrefundable</i> )               | 100.00            |
| Equipment, Textbook, Supplies ( <i>nonrefundable</i> ) | <u>1,250.00</u>   |
| <b>TOTAL COSTS</b>                                     | <b>\$3,920.00</b> |

### TUITION – Teacher Training

|  |                   |
|--|-------------------|
| Tuition  | \$3,850.00        |
| Application Fee ( <i>nonrefundable</i> )               | 100.00            |
| Equipment, Textbook, Supplies ( <i>nonrefundable</i> ) | <u>500.00</u>     |
| <b>TOTAL COSTS</b>                                     | <b>\$4,450.00</b> |

*\*this program is not financial aid approved*

Please contact the school's Financial Aid Leader for payment options. The school accepts cash, credit card, personal check payments, and New Jersey C.L.A.S.S. Loans. Monthly payments on VISA/MC accepted. Financial aid recipients understand that monies received on their behalf are applied first to tuition costs. *Financial aid available to those who qualify.* In extraordinary circumstances, the school may adjust tuition and kit fees for students that transfer from a school that has suddenly closed without notice.

*A \$25.00 late fee will be charged for payments made after 10 days of the due date*

*\*To register as a student in the State of New Jersey, a \$5.00 money order, made out to The State of New Jersey, is required at the time of registration.*

## SCHOLARSHIP & FEE WAIVER POLICY

Scholarship and Fee Waivers are available to students on a periodic basis through the school and various organizations. A 500-word essay is a mandatory requirement for these. Further information is provided by the Financial Aid Administrator.

## 2018 CLASS START DATES

| <b>Cosmetology Hairstyling</b> |  |
|--------------------------------|--|
| <b>DAY SCHOOL:</b>             | January 15, March 5, April 23, June 18, August 6, September 24, November 6 |
| <b>*NIGHT SCHOOL:</b>          | February 26, May 14, July 30, October 15                                   |

*\*Spanish-speaking classes are only offered during the night Cosmetology Hairstyling program.*

| <b>Skin</b>          |  |
|----------------------|--|
| <b>DAY SCHOOL:</b>   | February 26, May 14, July 30, October 15 |
| <b>NIGHT SCHOOL:</b> | March 5, May 28, August 20, November 12  |

| <b>Manicuring</b>    |  |
|----------------------|--|
| <b>NIGHT SCHOOL:</b> | <i>Please see the school's Admissions Leader for specific start dates.</i> |

| <b>Teacher Training</b>      |            |
|------------------------------|------------|
| <b>DAY AND NIGHT SCHOOL:</b> | January 16 |

*\*all classes start on Monday*

## COURSE SCHEDULES

|  |
|--|
| <b>Cosmetology Hairstyling</b><br>Full-time day students attend six (6) hours a day, five (5) days a week, Monday-Friday, 9:00 a.m. – 3:30 p.m. for 30 hours per week.<br>Part-time night students attend four (4) hours a day, four (4) days a week, Monday – Thursday, 6:00 – 10:00 p.m. for a total of 16 hours per week. |
| <b>Skin Care</b><br>Full-time day students attend six (6) hours a day, five (5) days a week, Monday-Friday, 9:00 a.m. – 3:30 p.m. for 30 hours per week.<br>Part-time night students attend four (4) hours a day, four (4) days a week, Monday – Thursday, 6:00 – 10:00 p.m. for a total of 16 hours per week.               |
| <b>Manicuring</b><br>Night part-time students attend 4 hours per day, 4 (days) a week, Monday -Thursday, 6 - 10 pm for a total of 16 hours per week.<br>An additional 4 hrs is encouraged on Saturday from 9:00 - 1:00 pm for a total of 20 hours per week.  |
| <b>Teacher Training</b><br>Teacher Training schedules are set on a individual based.   |

*\*Schedule subject to change. Please contact school for confirmation.*

## **CHANGE OF SCHEDULE POLICY**

A student requesting and demonstrating a need for a change in schedule **must do so in writing** to the main office. Final approval is at the discretion of the Education Team and the student will be notified.

## **STUDENTS WHO WITHDRAW**

Students who withdraw from the program are required to empty their locker and gather all personal items. Any items left behind by the student will be stored for 60 days, at which time the items become the property of Parisian Beauty Academy, Paul Mitchell Partner School.

Students wishing to transfer to another institution must pay all monies owed to Parisian Beauty Academy, Paul Mitchell Partner School, and all applicable academic requirements must be met in order for the hours to be released.

## **TERMINATION POLICY**

Parisian Beauty Academy, Paul Mitchell Partner School may terminate a student's enrollment for immoral and/or improper conduct, receiving seven (7) coaching sessions, failing to comply with educational requirements, and/or the terms as agreed upon within the enrollment contract. For more information refer to the school Future Professional Advisory.

## **COSMETOLOGY HAIRSTYLING COURSE OUTLINE AND OVERVIEW**

### **Course Hours: 1200 clock hours**

The complete Cosmetology Hairstyling course consists of 1200 clock hours as prescribed by the New Jersey State Board of Cosmetology and Hairstyling. The educational objective of the complete Cosmetology Hairstyling curriculum is to provide the student with training sufficient to pass the state board exam, to become properly licensed, and to perform all duties required under such license to secure employment at an entry level. Classes begin on the first Monday of every month unless otherwise scheduled. Successful completion of the course qualifies you to apply for a State Cosmetologist Hairstylist's license. Full transfer credit may be allowed for previous training, subject to the regulations of the New Jersey State Board. During the first 600 hours, your time is spent in classroom work consisting of lecture, demonstrations, practice on manikins and evaluations. Upon completion of 600 hours, all assigned work, a doctor's certification, and upon recommendation of your instructor you will advance to the Senior class and be permitted to practice on clients. All of your remaining time will be spent on practical work, additional advancement lectures, class projects and complete subject reviews as well as salon management techniques. Obtaining a Cosmetology Hairstyling license allows an individual to practice all phases of Cosmetology Hairstyling including manicuring, pedicure, skin care, barbering, depilatory service, and make-up application.

## **SKIN CARE COURSE OUTLINE AND OVERVIEW**

### **Course Hours: 600 clock hours**

The SKIN CARE course consists of 600 clock hours as prescribed by the New Jersey State Board of Cosmetology and Hairstyling. The educational objective of the Skin Care course is to provide the student with training sufficient to pass the State Board exam, to become properly licensed and to perform all duties required under such license, and to secure employment at an entry level. Classes start every three months unless otherwise scheduled. Successful completion of the course qualifies you to apply for the New Jersey State Skin Care License.

During the first 300 hours, your time is spent in classroom work consisting of lectures, demonstrations, hands on practice and evaluations. Upon completion of 300 hours, all assigned work and upon recommendation of the student's instructor, the student will advance to senior status and be permitted to practice on clients. All of the student's remaining time will be spent on practical work, additional lectures, demonstrations, class projects and complete subject review as well as management techniques. Obtaining an Skin Care License allows the individual to practice all phases of Esthetics including facial massage, body procedures, galvanic current, high frequency current, reflexology, waxing and aromatherapy.

## **MANICURING COURSE OUTLINE AND OVERVIEW**

### **Course Hours: 300 clock hours** *\*Not currently offering this program*

The complete manicuring course consists of 300 clock hours as prescribed by the New Jersey State Board of Cosmetology and Hairstyling. The educational objective of the manicuring course is providing the student with training sufficient to pass the State Board exam, to become properly licensed, and to perform all duties required under such license and secure employment at an entry level. Classes begin on the first Monday of every month unless otherwise scheduled. Successful completion of the course qualifies you to apply for a New Jersey State manicurist's license. Transfer students are accepted for a maximum of 100 hours and are subject to the regulations of the New Jersey State Board.

During the first 150 hours, your time is spent in classroom work consisting of lectures, demonstrations, practice on "practice hands" and evaluations.

Upon completion of 150 hours, all assigned work and upon recommendation of your instructor, you will advance to senior status, and be permitted to practice on clients. All of your remaining time will be spent on practical work, additional lectures, demonstrations and complete subject/theory review. Obtaining a license in Manicuring will permit occupations as a nail technician, pedicurist, waxing specialist, artificial nail technician, manicurist.

## **TEACHER TRAINING COURSE OUTLINE AND OVERVIEW**

### **Course Hours: 500 clock hours**

The teacher-training course consists of 500 clock hours as prescribed by the New Jersey State Board of Cosmetology and Hairstyling. The educational objective of the teacher-training curriculum is to provide the student with training sufficient to pass the State Board exam; to become properly licensed, and perform all duties required under such license to secure employment at an entry level. Successful completion of the above qualifies you to apply for the New Jersey State Instructor's license.



## STATE OF NEW JERSEY REQUIREMENTS

### Cosmetology Hairstyling (1200 hours)

The instructional program of Parisian Beauty Academy, Paul Mitchell Partner School meets or exceeds these requirements:

| Subject  | Hrs. of class<br>& subject<br>related<br>instruction | Hrs. of<br>Practical<br>Instruction | Total       |
|--|--|-------------------------------------|-------------|
| State Laws, Rules & Regulations for Cosmetology & Hairstyling & Administrative Shop Operations | 10   | 0                                   | 10          |
| Decontamination & Infection Control  | 15   | 5                                   | 20          |
| Professional Image, Hygiene, & Related Practices   | 2  | 0                                   | 2           |
| History of Barbering   | 4  | 0                                   | 4           |
| Shaving  | 15   | 66                                  | 81          |
| Beard & Moustache Trimming   | 5  | 10                                  | 15          |
| Facial & Massage, Skin Care, Make-up, Depilatory, Eyebrow Arching, Shaving                     | 25   | 53                                  | 78          |
| Shampooing including Temporary & Semi-Permanent Rinses   | 20   | 40                                  | 60          |
| Hair and Scalp Treatments, Reconditioning Treatments   | 15   | 35                                  | 50          |
| Hair & Basic Layer & Clipper Cut -Razor, Scissors, Thinning Shears, Tapering                   | 40   | 120                                 | 160         |
| Hairstyling - including Pin Curls, Finger-waving, & Blow Waving                                | 25   | 135                                 | 160         |
| Hair Tinting & Bleaching including Frosting, Tipping & Streaks                                 | 35   | 110                                 | 145         |
| Permanent Waving   | 25   | 90                                  | 115         |
| Chemical Relaxing & Pressing   | 30   | 60                                  | 90          |
| Thermal Curling & Waving   | 10   | 35                                  | 45          |
| Manicuring & Pedicure  | 45   | 90                                  | 135         |
| Chemistry Relating to Cosmetology  | 30   | 0                                   | 30          |
| <b>TOTAL HOURS</b>   | <b>351</b>   | <b>849</b>                          | <b>1200</b> |

In addition to the state requirements listed above, Parisian Beauty Academy, Paul Mitchell Partner School provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

### Skin Care (600 hours)

The instructional program of Parisian Beauty Academy, Paul Mitchell Partner School meets or exceeds these requirements:

| Subject   | Hrs. of class<br>& subject<br>related<br>instruction | Hrs. of<br>Practical<br>Instruction | Total      |
|---|--|-------------------------------------|------------|
| State Laws, Rules & Regulations   | 10   | 0                                   | 10         |
| Professional Image, Hygiene, & related practices                        | 2  | 0                                   | 2          |
| Decontamination/Infection Control                                       | 15   | 5                                   | 20         |
| Anatomy, Physiology and Nutrition                                       | 40   | 0                                   | 40         |
| Structure and Functions of Skin   | 35   | 0                                   | 35         |
| Superfluous Hair  | 10   | 30                                  | 40         |
| Chemistry Related to Skin Care  | 48   | 0                                   | 48         |
| Electricity and Machines  | 15   | 40                                  | 55         |
| Facial and Body Procedures  | 50   | 150                                 | 200        |
| Make-up Techniques and Corrective<br>Make-up Techniques (post-surgical) | 50   | 100                                 | 150        |
| <b>TOTAL HOURS</b>  | <b>275</b>   | <b>325</b>                          | <b>600</b> |

In addition to the state requirements listed above, Parisian Beauty Academy, Paul Mitchell Partner School provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

## Manicuring (300 hours)

*\*Not currently offering this program*

The instructional program of Parisian Beauty Academy, Paul Mitchell Partner School meets or exceeds these requirements:

| Subject  | Hrs. of class<br>& subject<br>related<br>instruction | Hrs. of<br>Practical<br>Instruction | Total      |
|--|--|-------------------------------------|------------|
| State Laws, Rules & Regulations for Cosmetology & Hairstyling & Administrative Shop Operations | 10   | 0                                   | 10         |
| Professional Image, Hygiene & Related Practices  | 2  | 0                                   | 2          |
| Decontamination & Infection Control  | 15   | 5                                   | 20         |
| Manicuring & Pedicuring  | 10   | 45                                  | 55         |
| Diseases and Disorders of the Nail   | 10   | 0                                   | 10         |
| Anatomy of the Hand, Arm, Foot, & Leg  | 10   | 0                                   | 10         |
| Nail Tips and Extentions   | 5  | 25                                  | 30         |
| Nail Wraps   | 5  | 25                                  | 30         |
| Nail Gels  | 5  | 15                                  | 20         |
| Sculptured Nails   | 10   | 30                                  | 40         |
| Nail Art   | 5  | 5                                   | 10         |
| The Skin and its Diseases  | 5  | 0                                   | 5          |
| Removal of unwanted Hair   | 10   | 30                                  | 40         |
| First Aid  | 5  | 0                                   | 5          |
| Chemicals & Chemistry Relating to Products   | 13   | 0                                   | 13         |
| <b>TOTAL HOURS</b>   | <b>120</b>   | <b>180</b>                          | <b>300</b> |

In addition to the state requirements listed above, Parisian Beauty Academy, Paul Mitchell Partner School provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

### Teacher Training (500 hours)

The instructional program of Parisian Beauty Academy, Paul Mitchell Partner School meets or exceeds these requirements:

| Subject  | Hrs. of class<br>& subject<br>related<br>instruction | Hrs. of<br>Practical<br>Instruction | Total      |
|--|--|-------------------------------------|------------|
| State Laws, Rules & Regulations for Cosmetology & Hairstyling & Administrative Shop Operations | 5  | 0                                   | 5          |
| Decontamination & Infection Control  | 5  | 0                                   | 5          |
| Facial & Massage, Skin Care, Make-up, Depilatory, Eyebrow Arching, Shaving                     | 15   | 15                                  | 30         |
| Shampooing including Temporary & Semi-Permanent Rinses   | 5  | 10                                  | 15         |
| Hair and Scalp Treatments, Reconditioning Treatments   | 5  | 10                                  | 15         |
| Hair & Basic Layer & Clipper Cut -Razor, Scissors, Thinning Shears, Tapering                   | 10   | 30                                  | 40         |
| Hairstyling - including Pin Curls, Finger-waving, & Blow Waving                                | 10   | 30                                  | 40         |
| Hair Tinting & Bleaching including Frosting, Tipping & Streaks                                 | 10   | 20                                  | 30         |
| Permanent Waving   | 10   | 20                                  | 30         |
| Chemical Relaxing & Pressing, Thermal Curling & Waving   | 10   | 25                                  | 35         |
| Manicuring & Pedicure  | 10   | 20                                  | 30         |
| Chemistry Relating to Cosmetology  | 10   | 0                                   | 10         |
| Teaching Methods   | 40   | 100                                 | 140        |
| Motivation & Learning  | 10   | 0                                   | 10         |
| Testing  | 10   | 0                                   | 10         |
| Teacher Preparation  | 15   | 0                                   | 15         |
| Instruction Evaluation   | 20   | 0                                   | 20         |
| Classroom Management   | 20   | 0                                   | 20         |
| <b>TOTAL HOURS</b>   | <b>220</b>   | <b>280</b>                          | <b>500</b> |

In addition to the state requirements listed above, Parisian Beauty Academy, Paul Mitchell Partner School provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

## COSMETOLOGY HAIRSTYLING PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 1200 hour course:

- ① **Theory exams:** Students must receive a grade of 80% or higher on each theory exam.
- ② **CORE practical skills evaluation test:** Students must receive a grade of 80% or higher. If a student fails to pass this evaluation test on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ③ **Final Phase written test:** The written exam covers an overview of all theory instruction, New Jersey state law, and other items covered on the state Cosmetology Hairstyling exam. Students must receive a grade of 80% or higher on all final exams.
- ⑤ **Clinic classroom practical worksheets:** Students must complete all clinic classroom practical worksheets.
- ⑤ **Practical skills and mock state board:** Students must receive a 80% or higher grade on all final tests and assessments.

## SKIN CARE PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 600 hour course:

- ① **Theory tests:** Students must receive a grade of 80% or higher on each lesson plan theory test. If a student fails to pass this evaluation test on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ② **Written and practical test:** Students must receive a grade of 80% or higher.
- ③ **Final written and practical exam:** This test is an overview of all related esthetics subjects (e.g., anatomy, chemistry, etc.). Students must receive a grade of 80% or higher on all final tests.
- ④ **Practical skill assessment:** The practical skill assessment covers an overview of all theory instruction, New Jersey state law, and other items covered on the state Cosmetology Hairstyling exam. It also covers all phases of New Jersey State Board practical exam. Students must receive a 80% or higher grade on all final tests.

## MANICURING PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 300 hour course:

- ① Students must receive a grade of 80% or higher on each theory exam. If a student fails to pass these exams on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ② Students must receive a grade of 80% or higher on their final exam.
- ③ Students must receive a grade of 80% or higher on all worksheets and assessments.

## TEACHER TRAINING PROGRAM TESTING AND GRADING PROCEDURE

The following testing and grading procedures are incorporated into the teacher training 500-hour course:

- ① Students must receive a grade of 80% or higher on each theory exam. Theory exams cover a review of *Milady's Master Educator Student Course Book*.
- ② Students must receive 80% or higher on the practical exam, which covers the practical application of teaching procedures.

## MEASURABLE PERFORMANCE OBJECTIVES

- ① Complete the required number of clock hours of training.
- ② Achieve and receive passing grades on all practical graduation requirements and projects, including practical and theoretical examinations.
- ③ Satisfactorily pass final written and practical exams and assessments.
- ④ Upon completion, receive a graduation certificate.
- ⑤ Pass state board exam.

## SAFETY PRECAUTIONS FOR THE BEAUTY INDUSTRY

By following safety precautions you contribute to the health, welfare, and safety of the community. Always have good hygiene and be professionally dressed. Keep a first aid kit on hand, follow safety regulations, and keep equipment properly sanitized. The following precautions should always be taken with each client:

- ① Protect clients' clothing by appropriately draping them.
- ② Ask clients to remove any jewelry, hair accessories, glasses, etc.
- ③ Keep any and all chemicals away from the eyes. In case of eye contact with chemicals, thoroughly rinse eyes with cold water.
- ④ Wear gloves when dealing with chemicals.
- ⑤ Remember that anything containing chemically active ingredients must be used carefully to avoid injury to you and your client.



## INDUSTRY REQUIREMENTS

Students interested in pursuing a career in the beauty industry should:

- ❶ Develop finger dexterity and a sense of form and artistry.
- ❷ Enjoy dealing with the public.
- ❸ Keep aware of the latest fashions and beauty techniques.
- ❹ Make a strong commitment to your education.
- ❺ Be aware that the work can be arduous and physically demanding because of long hours standing and using your hands at shoulder level.

## STUDENT SERVICES

- ❶ **Housing:** Parisian Beauty Academy, A Paul Mitchell Partner School keeps a file of information about housing in the surrounding areas.
- ❷ **Advising:** Students are provided with academic advising and additional assistance as necessary. If referral to professional assistance is necessary, the school maintains a record of such referral. Information and advice on any financial assistance are accessible to students. Parisian Beauty Academy, A Paul Mitchell Partner School also gives advice and information to students on these subjects:
  - a. Regulations governing licensure to practice, including reciprocity among jurisdictions.
  - b. Employment opportunities within their field of study.
  - c. Opportunities for continuing education following graduation.

## MAIN OFFICE APPOINTMENTS

Any Future Professional requesting an appointment with anyone in the main office must do so in writing. You may not — under any circumstances — just come into the main office without a specified appointment. There is a mailbox outside of the main office for your requests.

It is important to the school and to the Future Professionals that the office work environment is respected so that work is completed promptly and efficiently. As Future Professionals, you deserve our undivided attention when an appointment is requested. The above stated procedure is the only way that we can all accomplish our goals.

## **GRADUATION REQUIREMENTS IN COURSES**

- ❶ Receive the required number of clock hours of training.
- ❷ Complete and receive passing grades on all practical graduation requirements and projects, including practical and theoretical examinations.
- ❸ For a student to meet state requirements, all practical worksheets must be completed in its entirety.
- ❹ Satisfactorily pass final written and practical exams.
- ❺ Pay all tuition cost or make satisfactory arrangements for payment of all monies owed to the school.
- ❻ Upon graduation the student will receive a certificate of completion.
- ❼ *Teacher Training Program* - Take 30 clock hours (3 credits) method of teaching program at the college level.

Parisian Beauty Academy, Paul Mitchell Partner School reserves the right to retain a student in school if the student's progress is not satisfactory as determined by the school's administration and/or the student fails to complete all listed requirements or fails to pass the written and practical exams. Parisian Beauty Academy, Paul Mitchell Partner School will not release an official transcript until all graduation requirements are met.

A student who withdraws will receive a certified transcript, which will include the number of hours for which the school has been compensated. For the purposes of transfer or graduation, the school will not release hours until all monies owed to the institution have been paid and all academic requirements pertaining to those hours have been completed.

*The school may charge a \$10.00 transcript fee for transcript requests.*

## **GRADUATES COMPLETING A PROGRAM AND REENROLLING IN A NEW PROGRAM**

A student that graduates from one program within the school and wishes to enroll in another program within the school, a determination of the state laws will determine the amount of hours that will be transferred into the new program, the student will need to meet the quantitative and qualitative components of SAP for the new program.

## **GRADUATION, PLACEMENT, AND JOB OPPORTUNITIES**

Career opportunities for Cosmetologists include, but are not limited to, Hair Stylist, Color Stylist, Makeup Artist, Nail Technician, Educator, Salon Owner or Manager, Product Trainer, Platform Artist, Esthetician, and many more.

Although Parisian Beauty Academy, Paul Mitchell Partner School does not guarantee employment upon graduation, Parisian Beauty Academy, Paul Mitchell Partner School does maintain an aggressive job placement program and will inform students of job openings and opportunities. Parisian Beauty Academy, Paul Mitchell Partner School coordinates placement programs with local and national salons by sending out surveys and inviting salon owners and guest artists to teach and speak there.

Parisian Beauty Academy, Paul Mitchell Partner School has placed students in the beauty industry as Hair Stylists, Makeup Artists, Beauty Industry Educators, and Salon Owners.

## STUDENT KIT – Cosmetology Hairstyling

Students are responsible to purchase a Parisian Beauty Academy, Paul Mitchell Partner School Kit at an additional cost from the tuition. Please note that students are responsible for the purchase of stationery supplies. *Textbook and educational materials may be purchased separately, which may discount kit costs.*

The following items are contained in the Parisian Beauty Academy, Paul Mitchell Partner School Cosmetology Hairstyling kit:

| COMBS  | ACCESSORIES   | STUDENT EDUCATION MATERIALS   |
|--|---|---|
| 1 Paul Mitchell Black Metal Tail, 429<br>1 Paul Mitchell Black Rat Tail, 814<br>1 Paul Mitchell Pick Teasing, 109<br>1 Paul Mitchell Red Cutting Comb, 416<br>1 Paul Mitchell Teal Carving, 424<br>1 Paul Mitchell White Comb, 408<br>1 Paul Mitchell Detangler Comb | 1 Paul Mitchell Metal Clips (pack 10)<br>1 Paul Mitchell Water Bottle<br>1 Paul Mitchell Rolling Metal Case   | 1 Cutting App<br>1 Men's Cutting System DVD<br>1 Color App<br>1 The Coloring Book<br>1 The Skill Cards<br>1 Paul Mitchell Product Guide Workbook<br>1 Connecting to My Future Book<br>1 Be Nice (Or Else!) Book<br>1 Plugged In membership (while enrolled)<br>1 Master Audio Club subscription (while enrolled)<br>1 The Color Paper Swatch Chart<br>1 PM Shines Paper Swatch Chart<br>1 Blonding Brochure<br>1 Shines XG Paper Swatch Chart |
| BRUSHES  | TOOLS   |   |
| 1 Paul Mitchell Paddle Plastic 427<br>1 Paul Mitchell Scalp Brush<br>1 Paul Mitchell Sculpting Plastic 413<br>1 Paul Mitchell Styling Plastic 407<br>1 Paul Mitchell Express Ion Round -Large<br>1 Paul Mitchell Express Ion Round - Small                           | 1 Paul Mitchell 3/4" Marcel Curling Iron<br>1 Andis Clipper & Trimmer (set packed into bag)<br>1 Paul Mitchell Manicure Set<br>1 Female Mannequin<br>1 Male Mannequin<br>1 Express Ion Smooth+(Plus) N. America 120V<br>1 Express Ion Dry+ (Plus) N. America 125V<br>1 Paul Mitchell Classic Razor<br>1 Paul Mitchell Scissor Case<br>1 Paul Mitchell 6.0" Scissors (R/L)<br>1 Paul Mitchell 5.5" Scissors (R/L)<br>1 Paul Mitchell 6.0" Texturizer (R/L)<br>1 Paul Mitchell Tripod |   |
| CAPES  |   |   |
| 1 Paul Mitchell All Purpose Cape<br>1 Paul Mitchell Cutting Cape   |   |   |

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

| TEXTBOOKS   |  |
|---|--|
| 1 <i>Milady's Standard Cosmetology</i> 13th Ed. / Textbook (hardcover)<br>ISBN-13: 9781285769417, \$117.95<br>1 <i>Milady's Standard Cosmetology</i> 13th Ed. Theory Workbook;<br>ISBN-13: 9781285769455, \$50.95 | 1 <i>Milady's Standard Cosmetology</i> 13th Ed. Exam Review<br>ISBN-13: 9781285769554, \$36.95<br>1 <i>Milady's Standard Cosmetology</i> 13th Ed. MindTap<br>ISBN-13: 9781350632028, \$249.95<br>1 <i>Apple Ipad</i> , ISBN: N/A<br>1 <i>AppleCare</i> , ISBN: N/A |

## STUDENT KIT – Skin Care

Students are responsible to purchase a Parisian Beauty Academy, Paul Mitchell Partner School Kit at an additional cost to the tuition. Please note that students are responsible for the purchase of stationery supplies.

The following items are contained in the Parisian Beauty Academy, Paul Mitchell Partner School esthetics kit:

| PRODUCTS   | ACCESSORIES   | STUDENT EDUCATION MATERIALS   |
|--|---|---|
| 1 Special Cleansing Gel<br>1 Skin Prep Scrub<br>1 Active Moist<br>1 Colloidal Masque Base<br>1 Sedating Additive<br>1 Multi-Active Toner<br>1 Eye Makeup Remover<br>1 Essential Cleansing<br>1 Dermal Clay Cleanser<br>1 Gentle Cream Exfoliant<br>1 Skin Smoothing Cream<br>1 Skin Hydrating Masque<br>1 Skin Refining Masque<br>1 Intensive Moisture Masque<br>1 Multi-Vitamin Concentrate<br>1 Total Eye Care<br>1 Eye Repair / Powder Firm | 1 Carrying Case<br>1 Fan / Masque Brush<br>1 Plastic Mixing Brush<br>Facial Sponges<br>1 Makeup Kit<br>1 New Jersey State Board Kit | 1 <i>Connecting to My Future</i> Book<br>1 <i>Be Nice (Or Else!)</i> Book<br>1 State Board Review Book<br>1 Service Menu Experience<br>1 Plugged In Apron |

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

| TEXTBOOKS   |  |
|---|--|
| 1 <i>Milady's Standard Esthetics Fundamentals, 11th Edition</i> Textbook (softcover); ISBN-13: 9781111306892, \$144.95<br>1 <i>Milady's Standard Esthetics Fundamentals Exam Review</i> ; ISBN-13: 9781111306939, \$59.95 | <i>Mind Tap</i> , ISBN-13: 9781305668928, \$269.95 |

## STUDENT KIT – Teacher Training Program

Students are responsible to purchase:

|  |
|--|
| 1 <i>Milady's Master Educator Student Course Book, 2nd Edition</i> ; ISBN-13: 9781133693697, \$161.50<br>1 <i>Milady's Master Educator Exam Review, 2nd Edition</i> ; ISBN-13: 9781133776598, \$48.50<br><i>Coursemate/ Teacher Training</i> ; ISBN-13: 9781133776895, \$206.95<br>1 <i>New Jersey State Board Kit</i> |
|--|

Please note that students are responsible for the purchase of stationery supplies.

## STUDENT KIT – Manicuring

Students are responsible to purchase a Parisian Beauty Academy, Paul Mitchell Partner School kit at an additional cost to the tuition. Please note that students are responsible for the purchase of stationery supplies.

The following items are contained in the Parisian Beauty Academy, Paul Mitchell Partner School manicuring kit:

| PRODUCTS  | ACCESSORIES  | STUDENT EDUCATION MATERIALS  |
|---|--|--|
| 1 2-oz NAS 99<br>1 Nail Adhesive, 3 gm<br>1 1-oz Brush Cleaner<br>1 Avoplex Nail & Cuticle Replenishing Oil<br>1/4 oz<br>1 White Tea Massage Lotion<br>2 Assorted OPI Lacquers including OPI Red<br>1 Swiss Guard Hand Sanitizer, 4 oz<br>1 Bondex, 1/4 oz<br>1 4-oz Avoplex Moisture Replenishing Lotion<br>1 4-oz OPI Polish Remover<br>50 Nail Wipes<br>1 Bond-Aid, 1/2 oz<br>1 1-oz Avoplex Enzyme Therapy Cleaner<br>1 Light Cured Gel Kit<br>1 2-oz Dry Spray Nail Polish Dryer<br>1 Green Tea Scrub<br>1 Wrap Kit<br>1 Start to Finish, Base Coat, Top Coat, and Nail Strengtheners in One<br>1 Avoplex Exfoliating Treatment<br>20 Dimensional Nail Tips, Assorted<br>1 Choose from OPI's Absolute, Competition Formula 300, or Clarita Odor-Free Acrylic Systems | 1 Glass Eyedropper<br>1 Cuticle Stick<br>1 Diamond Coated File<br>1 OPI Nail Smoother<br>5 Toe Separators<br>1 Deluxe Accessories<br>1 Tote Bag<br>3 Reusable Nail Forms<br>2 Dappen Dishes<br>1 Fingernail Clipper<br>1 White Cloth File<br>1 1-2-3 Luster Buff Board<br>1 Foot File<br>1 Deluxe Manicure Kit<br>Cut-Away Disposable Nail Forms (5 each size)<br>20 Linear Nail Tips, Assorted<br>1 The Fluffy<br>1 Toenail Clipper<br>1 White Board File<br>1 Manicure Bowl<br>1 Deluxe Pedicure Kit<br>5 Expert on the Go Carrying Cases<br>1 OPI Apron<br>1 Nail Manicure Brush<br>1 Silver Cushion File<br>1 OPI Mini Cuticle Nipper<br>5 Wooden Dowels<br>1 American Round Sable Brush<br>1 New Jersey State Board Kit | 1 <i>Connecting to My Future</i> Book<br>1 <i>Be Nice (Or Else!)</i> Book<br>1 Multiple Intelligence Letter<br>1 Success for the Modern Salon CD<br>1 MASTERS CD, \$3.00 |

*Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.*

| TEXTBOOKS  |
|--|
| 1 <i>Milady's Standard Nail Technology, 6th Edition Textbook</i> ISBN-13: 9781285080475, \$119.95<br><i>Coursemate/Manicuring eBook</i> ; ISBN-13: 9781285080734, \$165.95 |

## FEDERAL RETURN OF TITLE IV FUNDS POLICY

*The school participates in federal financial aid. Please refer to the following refund policy for specific consumer information pursuant to the federal financial aid program.*

- ① Title IV federal financial aid funds are awarded under the assumption that a student will remain in classroom attendance for the entire period for which funds were awarded. If a financial aid recipient withdraws from school after beginning attendance, the amount of Title IV grant or loan assistance earned by the student must be determined. The school is required to calculate the amount of Federal Title IV funds to be returned for a student who has withdrawn from all classes. If a student receives SFA (Student Financial Aid) in the form of loans and/or grants, withdraws from school after beginning attendance, the amount of SFA grant or loan assistance earned by the student must be determined.
- ② For students who have received Title IV financial assistance, the Federal Return of Title IV Funds calculation will be completed first and applicable funds returned. Returned funds will be reduced from the payments received on behalf of the student before applying the institutional refund policy to determine whether the student is owed a refund or if a balance is owed to the institution.
- ③ If a student has received less aid than that student earned, he/she may be eligible for a post-withdrawal disbursement. If a student is eligible for this disbursement, the school will notify the student in writing of the amount for which he/she is eligible. The student will have 14 days to accept or decline the disbursement. If an acceptance is not received within this time frame, the institution will not make the post-withdrawal disbursement to the student.
- ④ The Federal Return of Title IV Funds formula dictates the amount of federal Title IV aid that must be returned to the federal government or the lending institution by the school and/or the student. The federal formula is applicable to an eligible student receiving federal aid when that student withdraws on or before the 60 percent point in time in the payment period.
- ⑤ The federal formula requires a return of Title IV aid if the student received federal financial assistance in the form of Stafford Loans, Pell Grants, or PLUS Loans and withdraws on or before completing 60 percent of the payment period. The percentage of Title IV aid earned is equal to the percentage of the payment period that was completed as of the withdrawal date if this occurs on or before the 60 percent point of time. The percentage that has not been earned is calculated by determining the complement of the percentage earned (e.g., if 40 percent was earned, 60 percent was unearned).
- ⑥ The amount to be returned is calculated by subtracting the amount of Title IV assistance earned from the amount of Title IV aid that was or could have been disbursed as of the withdrawal date. The percentage of the payment period scheduled to complete is calculated by dividing the total number of clock hours scheduled to complete by the payment period as of the last date of attendance.
- ⑦ If a student unofficially or officially withdraws and has received federal loans, the loans will go into repayment once the grace period expires.
  - a. Unofficial withdrawal applies when a student is absent for 14 or more consecutive calendar days;
  - b. Official withdrawal applies when a student notifies the school in writing or in person.In both cases the last day of attendance will be used in the return to Title IV calculation.
- ⑧ School scheduled breaks of five (5) or more consecutive days are excluded from the return to title IV calculation as periods of nonattendance and, therefore, do not affect the calculation of the amount of federal student aid earned. This provides for more equitable treatment of students who officially or unofficially withdraw near either end of the schedule break.
- ⑨ Title IV funds will be returned to the United States Department of Education within 45 days.

**NOTE:** A student who withdraws prior to completing 60 percent of the charging period may be required to repay some of the funds released to the student because of a credit balance on the student's account.

Refunds to Title IV programs will be made in the following order:

- ① Federal Unsubsidized Stafford Loan
- ② Federal Subsidized Stafford Loan
- ③ Federal PLUS Loan
- ④ Federal Pell Grant



## **INSTITUTIONAL REFUND/DROP POLICY**

- ❶ Any monies due the applicant or student shall be refunded within 45 days of official cancellation or withdrawal. Official cancellation or withdrawal shall occur on the earlier of the dates that:
  - a. An applicant is not accepted by the school. This applicant shall be entitled to a refund of all monies paid, except a non-refundable application fee.
  - b. A student (or in the case of a student under legal age, his/her parent or guardian) cancels his/her contract and demands his/her money back in writing, within three (3) days of signing the enrollment contract. In this case all monies collected by the school shall be refunded except a non-refundable application fee. This policy applies regardless of whether or not the student has actually started training.
  - c. A student who cancels his/her contract after three (3) days of signing the contract but prior to entering classes is entitled to a refund of all monies paid to the school less a non-refundable application fee of \$100.00.
  - d. A student notifies the institution of his/her official withdrawal in writing.
  - e. A student is expelled by the institution.
  - f. For official cancellations as defined in paragraphs b, c, d, or e, the cancellation date will be determined by the postmark on written notification, or the date said information is delivered to the school administrator/owner in person.
  - g. Monies paid for student kit is nonrefundable unless the student cancels within 3 (three) business days of signing the enrollment contract or the student cancels prior to entering class.
  - h. A student' on a leave of absence date of withdrawal determination shall be the earlier of the scheduled date of return from the leave of absence or the date the student notifies the school that the student will not be returning.
- ❷ Any monies due a student who unofficially withdraws from the institution shall be refunded within 45 days of a determination by the institution that the student has withdrawn without notifying the institution. Unofficial withdrawals are monitored every 30 days and a determination is made to withdraw a student who has been absent from school for 14 or more consecutive calendar days; the withdrawal date that will be used in this calculation is the student's actual last date of attendance.
- ❸ When situations of mitigating circumstances are in evidence, such as serious illness, a disabling accident, or death in the immediate family, the school may make a settlement that is reasonable and fair to both parties.
- ❹ All extra costs, such as books, equipment, graduation fees, application fee, rentals, and other such charges, are not considered in the tuition adjustment computation if the charges are itemized separately in the enrollment contract.
- ❺ If a course and/or program is cancelled subsequent to a student's enrollment, and before instruction in the course and/or program has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.
- ❻ If a course and/or program is cancelled and ceases to offer instruction after the student has enrolled and instruction has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.
- ❼ A student's account may be sent to collections for nonpayment.
- ❽ If the school closes permanently and no longer offers instruction after a student has enrolled and instruction has begun, the school will provide a pro rata refund of tuition to the student.

The Following refund table distribution is used for all students. Upon withdrawal, drop or termination, a student may owe tuition or be entitled to a refund based on his/her scheduled hours:

| Percentage Length Scheduled to Complete to Total Length of Course and/or Program | Amount of Total Tuition Owed to the School |
|--|--|
| 0.01% - 4.9%   | 20%  |
| 5% - 9.9%  | 30%  |
| 10% - 14.9%  | 40%  |
| 15% - 24.9%  | 45%  |
| 25% - 49.9%  | 70%  |
| 50% and over   | 100%                                       |

### **SPECIAL PROVISIONS FOR BOOKS AND SUPPLIES**

In order to academically succeed in a program, a Federal Pell Grant student must have the ability to purchase books and supplies at the beginning of the academic period. By the seventh day of a payment period, the school will provide a way for a student who is eligible for a Federal Pell Grant to obtain or purchase the books and supplies required for the payment period if:

- ① ten days before the beginning of the payment period, the school could have disbursed FSA funds to the student; and
- ② disbursement of those funds would have created an FSA credit balance.

The school will consider all the FSA funds a student is eligible to receive at the time it makes the determination, but the school need not consider aid from non-FSA sources.

The amount the school must provide is the lesser of the presumed credit balance or the amount determined by the school that the student needs to obtain the books and supplies. In determining the required amount, the school may use the actual costs of books and supplies or the allowance for those materials used in estimating the student's cost of attendance for the period. A student may decline to participate in this process to obtain or purchase books and supplies, if they so choose.

### **PREFERRED LENDER LIST AND PRIVATE EDUCATION LOAN DISCLOSURES**

Our school does not have a list of preferred lenders and we do not offer private education loans.

### **STUDENT FINANCIAL AID RELEASE**

The undersigned agrees that Parisian Beauty Academy, Paul Mitchell Partner School does not guarantee the student loan process in any respect. A Federal Parent Plus loan requires a credit check and is based on the parent's credit. Preapproval for a Parent Plus loan does not guarantee that the parent will receive a Federal Parent Plus loan. It is critical that the parent be able to pass a credit check when the loan is certified. The school has no control over the approval or decline of a parent's credit history. Nor does the school assume any responsibility for mistakes on any Department of Education financial aid forms. It is up to the student to make sure all forms are accurate and complete.

Federal loan information is available in the National Student Loan Database System (NSLDS) and will be accessible by Servicers and Schools, as authorized.

## POLICY FOR VERIFICATION OF TITLE IV FUNDING

The school has policies and procedures that it follows for verification of Title IV funding. Verification is a requirement by the U.S. Department of Education. Students are randomly selected to provide additional information. The school provides students with a verification form so they can collect the necessary information. The school gives the student a 30-day deadline to return the form to the financial office with verification items attached. If verification documents are not submitted by the due date, the student will be placed on a monthly cash pay status until verification is completed. FAME handles our student overpayments and alerts the school so it can make changes to the award packet, which is reported to Common Origination and Disbursement (COD) for the Department of Education.

## ELIGIBILITY OF FINANCIAL AID AFTER A DRUG CONVICTION

Students will be given written notice advising them that a conviction of illegal drugs, of any offense, during an enrollment period for which the student was receiving Title IV financial aid will result in the loss of eligibility for any Title IV per HEA Sec. 484(r)(1) and 20 U.S.C. 1091(r)(1). Students whose eligibility has been suspended due to a drug conviction may resume eligibility if they successfully pass two (2) unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established under HEA Sec. 484(r)(2) (20 U.S.C. 1091(r)(2)).

## MAKEUP WORK

Students must complete all required assignments and tests. To accommodate students, makeup test days and worksheet periods are scheduled. Students must complete makeup work at the scheduled time. Monthly makeup test dates are posted on the theory and school calendars.

## MAKEUP UP HOURS

Each Future Professional has the opportunity to make up any hours that have been missed. Therefore, it is provided for the Future Professionals' benefit the following make up hours during the week. **WARNING:** A Future Professional may NOT make up more hours that they need to accelerate their program. This is in direct violation of the school's Satisfactory Progress Policy also enclosed in this handbook.

### Make up hours are as follows:

|           |                 |         |
|-----------|-----------------|---------|
| Monday    | 3:30 PM -5:30PM | 2 hours |
| Wednesday | 3:30 PM -5:30PM | 2 hours |
| Saturday  | 9:00AM -5:30PM  | 8 hours |

## SATISFACTORY ACADEMIC PROGRESS POLICY

Students enrolled in programs approved by NACCAS must meet formal standards that measure their satisfactory progress toward graduation. The Satisfactory Academic Progress Policy is provided to all students prior to enrollment. The policy is consistently applied to all applicable students. *Evaluations are maintained in the student file.* The school will develop an academic and/or attendance plan to address the specific needs of those students who fail to meet the academic and/or attendance requirements at specific SAP evaluation points. A leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence.

## QUANTITATIVE AND QUALITATIVE FACTORS

Factors for measuring the student's progress toward satisfactory completion of the program include maintaining:

- ❶ A minimum cumulative theory grade level of 80%.
- ❷ A minimum cumulative academic level of 80% on practical worksheet completion.\*
- ❸ To determine whether a student meets the academic requirements for Satisfactory Academic Progress, theory and practical grades are averaged together to give a minimum cumulative academic grade of 80%.
- ❹ A minimum cumulative attendance of 67% of their scheduled hours\*\*

*\*To meet the state practical requirements for graduation, students must eventually complete all clinic classroom practical worksheets 100%. See LEARNING PARTICIPATION GUIDELINES.*

*\*\*To determine your rate of attendance, divide the cumulative number of hours completed by the scheduled hours to date.*

A student who has not achieved the minimum cumulative GPA of 80% and/or who has not successfully completed at least a cumulative rate of attendance of 67% is not eligible for Title IV assistance, if applicable, unless the student is on warning or has prevailed upon appeal of the determination that resulted in a status of Financial Aid Probation.

## COMPLETION OF COURSE WITHIN DESIGNATED PERIOD OF TIME

The school is open 9:00 AM – 10:00 PM (Monday - Thursday) and Fridays 9:00 AM – 3:30 PM. Information regarding other course schedules is available upon inquiry.

The state of New Jersey requires 1200 clock hours for the Cosmetology Hairstyling course. Students are expected to complete the course in no more than 150% of the program length. If a student is never absent, he/she should complete the course within 40 weeks for a full-time student and 75 weeks for a part-time student.

The state of New Jersey requires 600 hours for the skin care course. Students are expected to complete the course in no more than 150% of the program length. If a student is never absent, he/she should complete the course within 20 weeks for a full-time student and 37.5 weeks for a part-time student.

The state of New Jersey requires 300 hours for the manicuring course. Students are expected to complete the course in no more than 150% of the program length. If a student is never absent, he/she should complete the course within 16.67 weeks for a full-time student and 25 weeks for a part-time student.

The state of New Jersey requires 500 hours for the teacher training course. Students are expected to complete the course in no more than 150% of the program length. If a student is never absent, he/she should complete the course within 14.29 weeks for a full-time and 17.86 weeks for part-time student.

At the end of each evaluation period, the school will determine if the student has maintained at least 80% cumulative attendance since the beginning of the course which indicates that, given the same attendance rate, the student will graduate within the maximum 125% time frame allowed.

## MAXIMUM TIME FRAME

Students must complete the educational program within the maximum time frame, which is based on attending at least 67% of the scheduled hours.

| COURSE                              | LENGTH      | MAXIMUM TIME FRAME |
|-------------------------------------|-------------|--------------------|
| Cosmetology Hairstyling – Full Time | 40 Weeks    | 60 Weeks           |
| Cosmetology Hairstyling – Part Time | 75 Weeks    | 112.5 Weeks        |
| Skin Care – Full Time               | 20 Weeks    | 30 Weeks           |
| Skin Care – Part Time               | 37.5 Weeks  | 56.25 Weeks        |
| Manicuring – Full Time              | 16.67 Weeks | 25 Weeks           |
| Manicuring – Part Time              | 25 Weeks    | 37.25 Weeks        |
| 500 Teacher Training - Full Time    | 14.29 Weeks | 17.86 Weeks        |
| 500 Teacher Training - Part Time    | 25 Weeks    | 37.50 Weeks        |

*\*Cosmetology, Skin Care, Manicuring, or Teacher Training maximum time frame may vary based upon the individual student's schedule.*

The maximum time frame allowed for transfer students who need less than full course requirements or part-time students will be determined based on 80% of the scheduled contracted hours. If any student enrolled fails to complete the program within the maximum time frame they will lose their eligibility for Title IV programs, if applicable, but they will be able to complete the program on a cash pay basis. For students with a disability that appeals, the student's disability will be considered as a factor towards maintaining Satisfactory Academic Progress.

## INTERRUPTIONS, COURSE INCOMPLETES, AND WITHDRAWALS

If the student needs to take off more time than allotted in the contract or more than 14 consecutive calendar days, he/she must take a leave of absence or withdraw and reenroll when ready to return. If a student needs more than 14 consecutive calendar days of time off due to pregnancy/new mother, and/or military duty then the student should take a leave of absence. Students who withdraw prior to completing the course of study and who wish to reenter will reenter at the same progress status as applicable at the time of withdrawal.

## LEAVE OF ABSENCE

A Leave of Absence (LOA) is a temporary interruption in a Student's program of study. LOA refers to the specific time period during an ongoing program when a Student is not in academic attendance. Leaves of Absence can be granted in cases of **confirmable** emergency or medical problems with a **confirmable** doctor notification, which cause attendance to be impossible or impractical.

A Leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence.

In order to be placed on a Leave of Absence, the Student must:

- ① Complete and sign the school's Leave of Absence Request Form
- ② Be approved by the School's Future Professional Advisor and Financial Aid Leader
- ③ Must be in Satisfactory Progress
- ④ LOA's must be a minimum of 14 days and a maximum of 90 days.

### **Student's may not arbitrarily decide to "take" a leave of absence.**

There will be no additional charges for a LOA. If the student fails to return or contact the School Financial Aid Leader on the documented return date, the Student will be considered to have withdrawn from school as of that date.

For federal aid recipients, the Student's payment period is suspended during the LOA and no federal financial aid will be disbursed to Student while on a Leave of Absence. Upon the Student's return, the Student will resume the same payment period and coursework and will not be eligible for additional Title IV aid until the payment period has been completed. If the Student is a Title IV loan recipient, the Student will be informed of the effects that the student's failure to return from a leave may have on the Student's loan repayment terms, including the expiration of the Student's grace period. A contract addendum will be completed upon return from the LOA to extend the contract end date by the applicable number of days.

## EVALUATION PROCEDURES AND REQUIRED LEVEL OF ACHIEVEMENT

Formal Satisfactory Progress Evaluations in both attendance and academics will occur when Cosmetology Hairstyling students reach 450 and 900 *actual hours*, Skin care students reach 300 *actual hours*, Manicuring students reach 150 *actual hours* and Teacher Training students reach 250 *actual hours*. The first evaluation will occur no later than the midpoint of the academic year. The SAP evaluations are printed within 7 days of the student reaching the evaluation points.

The following grading system is used to evaluate a student's academic ability:

- ① Examinations are given in all subjects.
- ② Grades and attendance (Satisfactory Academic Progress) records are reviewed and signed by the student and maintained in the student's financial file. The Satisfactory Academic Progress will reflect if the student evaluation will impact the students eligibility for Financial Aid. The student may request to review their financial aid file from the Financial Aid Leader or Director.

The following grading scale is used for theory progress:

**A = 94 – 100%      B = 87 – 93%      C = 80 – 86%      Failing = Below 80%**

Practical and clinical work is graded by a signature on the student's practical clinic worksheet or guest ticket. A signature from an instructor represents a passing grade which means all elements of the practical grading criteria were met. No signature indicates a failing score which means one or more of the practical grading criteria elements were not met and the student has not met minimum satisfactory standards on the practical application. Students are required to continue and/or repeat the practical application until they receive a signature from an instructor.

*\*The school uses a 900-hour academic year for Title IV purposes.*



## **TRANSFER HOURS**

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory Academic Progress evaluation periods are based on actual contracted hours at the institution. For transfer students attending less than a full academic year, an evaluation will be done at the midpoint of the actual hours.

## **DETERMINATION OF PROGRESS STATUS**

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory progress until the next scheduled evaluation.

## **WARNING**

Students failing to meet minimum requirements for attendance and/or academic progress will be placed on Financial Aid Warning and considered to be making satisfactory academic progress during the warning period which is until the next evaluation period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. During the Financial Aid Warning period, students are eligible, if applicable, to receive financial aid funds. If at the end of the warning period, the student has still not met both academic and/or attendance requirements, he/she may be placed on probation and, if applicable, the student may be deemed ineligible to receive Title IV funds.

## **PROBATION**

Students who fail to meet the minimum requirements for attendance and academic progress after the Warning period, the student will be placed on probation and considered to be making satisfactory academic progress while during the probationary period, if the student appeals the decision, and prevails upon appeal.

Additionally, only students who have the ability to meet satisfactory academic progress policy standards by the end of the evaluation period may be placed on probation. Students placed on an academic plan must be able to meet requirements set forth in the academic plan by the end of the next evaluation period or the institution develops an academic plan for the student that, if followed, will ensure that the student is able to meet the institution's satisfactory academic progress requirements by a specific point within the maximum timeframe established for the individual student. Students who are progressing according to their specific academic plan will be considered making satisfactory academic progress. The student will be advised in writing of the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements required for satisfactory academic progress or set forth by the academic plan, the student will be determined as NOT making satisfactory academic progress, and if applicable, the student will not be deemed eligible to receive Title IV funds.

## **RE-ESTABLISHMENT OF SATISFACTORY ACADEMIC PROGRESS** *for those who qualify*

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

## **APPEAL PROCEDURE**

A student may appeal the Financial Aid ineligible decision if he/she has a reason for not making satisfactory progress and if he/she can document that the circumstances that caused the unsatisfactory academic progress determination have in some way changed and that satisfactory academic progress standard can be met by the end of the next evaluation period. A student has five (5) calendar days from the date of notification that they are not meeting the second consecutive satisfactory progress determination to appeal the unsatisfactory academic progress determination. The student must submit a written appeal to the school's financial aid office on the designated schools Appeal Form describing why they failed to meet satisfactory academic progress standards, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to achieve satisfactory academic progress by the next evaluation point.

The reasons for which a student may appeal a negative progress determination include death of relative, an injury or illness of the student, a student's disability, or any other allowable special or mitigating circumstances.

The Appeal documents will be reviewed and a decision will be made and reported to the student within 30 calendar days. The appeal and decision documents will be retained in the student's file. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable.

If the appeal is granted the student will be placed on Financial Aid Probation for one evaluation period. If the student has not met academic and/or attendance requirements for two (2) consecutive evaluation periods, for example 450 to 900 actual hours evaluations; and does not prevail on appeal, the student will be determined as not making satisfactory progress and may be terminated.

This policy applies to all students regardless of whether or not they are eligible for Title IV funding programs. In order to comply with USDE requirements the terminology financial aid warning or financial aid probation will be used for both Title IV and non-Title IV students.

## **TERMINATION APPEAL PROCEDURE**

If a student is terminated due to receiving the maximum amount of coaching sessions, or due to the reasons outlined under termination on the Student Advisory Form, the student may appeal the termination decision. A student has five (5) calendar days from the date of termination to appeal the decision. The student must submit a written appeal to the school's Future Professional Advisor on the schools Termination Appeal Form describing why they were terminated, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to continue through the program without incident.

An appeal hearing will take place within 15 business days of receipt of the written appeal. This hearing will be attended by the student, parent/guardian (if the student is a dependent minor), the student's learning leader, the future professional advisor, and the school director. A decision on the student's appeal will be made within three (3) business days by the director of education and will be communicated to the student in writing. This decision will be final.

If a student is terminated for gross misconduct, which includes but is not limited to reporting to school under the influence of alcohol or illegal drugs, cheating, stealing, insubordination, threats, and/or bullying, such termination is final and may not be appealed.

## **STUDENT RIGHT OF ACCESS AND RECORD RETENTION POLICY**

The Family Educational Rights and Privacy Act (FERPA) sets a limit on the disclosure of personally identifiable information from school records and defines the rights of students to review and request changes to the records. FERPA generally gives postsecondary students the rights to:

- ❶ Review their education records,
- ❷ Seek to amend inaccurate information in their records, and
- ❸ Provide consent for the disclosure of their records.

Students (or parents or guardians, if the student is a dependent minor) are guaranteed access to their school records, with a staff member present, within 30 days from the date of the request. Copies of all records can be requested at \$0.20 per page.

### **General Release of Information**

Except under the special conditions described in this policy, a student must provide written consent before a school may disclose personally identifiable information from the student's education records. The written consent must:

- ❶ State the purpose of the disclosure,
- ❷ Specify the records that may be disclosed,
- ❸ Identify the party or class of parties to whom the disclosure may be made, and
- ❹ Be signed and dated.

### **FERPA Disclosures to Parents**

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 rules.

Note that the IRS definition of a dependent is quite different from that of a dependent student for Financial Student Aid (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.)

A school may disclose information from a student's education records to parents in the case of a health or safety emergency that involves the student, without needing the student's consent.

A school may let parents of students under age 21 know when the student has violated any law or policy concerning the use or possession of alcohol or a controlled substance.

A school official may share with parents information that is based on that official's personal knowledge or observation and that is not based on information contained in an education record.

### **Release of Information to Regulatory Agencies**

Disclosures may be made to authorized representatives of the U.S. Department of Education for audit, evaluation, and enforcement purposes. "Authorized representatives" include employees of the Department, such as employees of the Office of Federal Student Aid, the Office of Postsecondary Education, the Office for Civil Rights, and the National Center for Education Statistics, as well as firms under contract to the Department to perform certain administrative functions or studies.

In addition, disclosure may be made if it is in connection with financial aid that the student has received or applied for. Such a disclosure may only be made if the student information is needed to determine the amount of the aid, the conditions for the aid, or the student's eligibility for the aid, or to enforce the terms or conditions of the aid.

Parisian Beauty Academy, Paul Mitchell Partner School provides and permits access to student and other school records as required for any accreditation process initiated by the school or by the National Accrediting Commission of Career Arts and Sciences (NACCAS), or in response to a directive of said Commission.

### **Disclosures in Response to Subpoenas or Court Orders**

FERPA permits schools to disclose education records, without the student's consent, to comply with a lawfully issued subpoena or court order.

In most cases, the school must make a reasonable effort to notify the student who is the subject of the subpoena or court order before complying, so the student may seek protective action. However, the school does not have to notify the student if the court or issuing agency has prohibited such disclosure.

The school may also disclose information from education records, without the consent or knowledge of the student, to representatives of the U.S. Department of Justice in response to an *ex parte* order issued in connection with the investigation of crimes of terrorism.

### **Disclosures for Other Reasons**

There are two different FERPA provisions concerning the release of records relating to a crime of violence. One concerns the release to the victim of any outcome involving an alleged crime of violence (34 CFR 34 CFR 99.31[a][13]). A separate provision permits a school to disclose to anyone the final results of any disciplinary hearing against an alleged perpetrator of a crime of violence where that student was found in violation of the school's rules or policies with respect to such crime or offense (34 CFR 99.31[a][14]).

### **Directory Information**

Parisian Beauty Academy, Paul Mitchell Partner School does not publish "directory information" on any student.

### **Record Maintenance**

All requests for releases of information are maintained in the student's file as long as the educational records themselves are kept. Student records are maintained for a minimum of five (5) years for withdrawal students; transcripts of graduates are kept indefinitely.

### **Amendment to Student Records**

Students have the right to seek an amendment to their school records. To seek an amendment, students must meet with the school director and bring any supporting documentation to show that the record is incorrect.

A parent or eligible student may file a written complaint with the Family Policy Compliance Office regarding an alleged violation under the Family Educational Rights and Privacy Act. The Office's address is: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW., Washington, DC 20202

## PERFORMANCE STATISTICS/JOB OUTLOOK

Parisian Beauty Academy, Paul Mitchell Partner School is accredited by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and recognized by the U.S. Department of Education. Each agency requires schools to provide important information regarding outcome rates in the areas of completion, placement, and licensure; however, each agency requires that we provide outcome rates differently. NACCAS requires schools to list the outcome rates for the main campus and all additional campuses as a whole. In this case, there are no additional campuses. If you have any questions regarding our outcome rates, please see our Admissions Team for assistance.

Parisian Beauty Academy, Paul Mitchell Partner School campus performance statistics for the calendar year 2016:

| Graduation | Placement | Licensure |
|------------|-----------|-----------|
| 84.52%     | 78.11%    | 100%      |

NACCAS' 2016 Annual Report is derived from a single cohort of students – those scheduled to graduate in 2016. NACCAS' graduation, placement and licensure definitions are described below:

**Graduation:** Based on all students scheduled to graduate from the program in 2016. The scheduled graduation date is a student's most recent contract end date (i.e., the contract end date after all leaves of absence, schedule changes and re-enrollments have been accounted for). A student may count as a graduate if they have completed all applicable graduation requirements at the institution.

**Licensure:** Based on graduates from the graduation cohort who sat for all parts of their required licensure exam prior to November 30, 2017. A student in the licensure cohort may count as a "pass" if they pass all required portions of the examination prior to November 30, 2017.

**Placement:** Based on graduates from the graduation cohort who are eligible for placement. A student may count as placed if they are employed in a field for which their training prepared them prior to November 30, 2017. Students may be excluded from the calculation if they fall into one of the categories listed. In 2016, the school excluded the following number of students\* based on each of the following categories:

- 1 The graduate is deceased 0
- 2 The graduate is permanently disabled 0
- 3 The graduate is deployed for military service/duty 0
- 4 The graduate studied under a student visa and is ineligible for employment in the U.S. 0
- 5 The graduate continued his/her education at an institution under the same ownership (e.g., a graduate of your cosmetology program subsequently enrolled in the instructor program of an institution under the same ownership) 0

Total Excluded 0

\*If fewer than ten students were excluded for any one category, the disclosure will only include the total of all excluded students if that total is at least ten. If the calculation excluded fewer than a total of ten students the institution will state that it excluded students on the basis of each condition, and note that the number of total exclusions were fewer than 10 and therefore cannot be disclosed.

## PROGRAM INTEGRITY

Parisian Beauty Academy, Paul Mitchell Partner School is accredited by NACCAS and uses its calculation for student placement based on each program offered. For the most recent annual reporting period, the school shows the following data for the full time **cosmetology hairstyling** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 81%            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the part time **cosmetology hairstyling** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 81%            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the full time **skin care** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 70%            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the part time **skin care** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 70%            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the full time **manicuring** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| N/A            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the part time **manicuring** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 75%            | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the full time **500 teacher training** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 100%           | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

For the most recent annual reporting period, the school shows the following data for the part time **500 teacher training** program:

| Placement rate | On-time graduation rate | Median Loan Debt               |
|----------------|-------------------------|--------------------------------|
| 100%           | N/A                     | 2014–2015 N/A<br>2015–2016 N/A |

*\* N/A Fewer than 10 students complete the program within normal time.*

On-time completion is deemed by the U.S. Department of Education is the amount of time necessary for a student to complete all requirements for a degree or certificate according to the institution's catalog within the normal completion time. When a student completes their graduation requirements, including all theory and practical assignments, and the required number of clock hours contracted outside of the normal time to complete the program, that student is considered to have graduated on-time. If a student delays their graduation for any reason—such as family responsibilities, day care issues, and other life events—and that causes them to graduate after their outside of the normal time to complete the program, they are not considered an on-time graduate. Please note that our graduation rates that are provided in the school catalog are based on how many students started the program and how many completed within the reporting period.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our Web site at:

**[parisian.paulmitchell.edu](http://parisian.paulmitchell.edu)**.

#### **STUDENTS RIGHT-TO-KNOW - COMBINED DEPARTMENT OF EDUCATION RATES (IPEDS)**

| Graduation |
|------------|
| 95%        |

Parisian Beauty Academy must prepare the completion and graduation rate of its certificate- or degree-seeking, first-time, full-time undergraduate students each year. The rates will track the outcomes for students for whom 150% of the normal time for completion or graduation has elapsed. Normal time is the amount of time necessary for a student to complete all requirements for a degree or certificate according to the institution's catalog. These rates are generated from the school student record management system.



## STUDENT PROFESSIONAL DEVELOPMENT GUIDELINES

All students must commit to and follow the Student Professional Development Guidelines during their enrollment at Parisian Beauty Academy, Paul Mitchell Partner School. These guidelines were established to assist in creating a safe, focused, and enjoyable learning experience.

### Attendance and Documentation of Time

All future professionals are expected to attend classes on a daily basis. It is the responsibility of the future professional to make up all missed work and time. The following policy is now in effect for each program:

#### Cosmetology Hairstyling and Skin Care:

All CORE students are permitted 4 absences only during the 7 week CORE day training and 7 absences for evening Core and Skin Care. No leave of absences or excused time are permitted. Failure to meet these requirements will result in repeating the CORE section of the program. Attendance in a subsequent section of CORE is dependent upon space availability.

All ADAPTIVE and CREATIVE students are required to maintain a 90% attendance percentage to avoid overtime charges (see below).

The following chart gives an example of absentees permitted for each level of Cosmetology Hairstyling DAY program:

|                     |          |
|---------------------|----------|
| Adaptive            | 1-3 Days |
| Adaptive            | 2-3 Days |
| Creative            | 1-3 Days |
| Creative            | 2-3 Days |
| Creative            | 3-3 Days |
| Creative 4/Pre Grad | 0 Days   |

The following chart gives an example of absentees permitted for each level of Skin DAY program:

|         |        |
|---------|--------|
| Protégé | 5 Days |
| Mentor  | 5 Days |

The following chart gives an example of absentees permitted for each level of Manicuring DAY program:

|         |        |
|---------|--------|
| Protégé | 4 Days |
| Mentor  | 5 Days |

It is essential that your attendance is a priority or you will be subject to advisory warnings and/or suspensions.

During the contracted enrollment period, applicant student must maintain a 90% attendance average each month in order to complete the program by the contracted end date. The student is allowed to miss 10% of his or her scheduled hours before having to pay extra instructional charges. The student may use the 10% excused absences for vacation, doctor appointments, illness, etc.; however, the student may not be out of school 14 consecutive calendar days or he or she may be terminated. If the student must attend additional program hours beyond his or her contracted end date due to not meeting a 90% attendance average or to complete academic graduation requirements, the student will be charged an additional \$10.00 for each hour scheduled to complete after the contracted end date is reached.

***\*\*Refer to the school enrollment contract for the Enrollment Contract Period definition.***

***Please note that if a student misses more than 14 consecutive calendar days, the student may be terminated from the program.***

**SIGNING IN & OUT:**

All Future Professionals must clock in at the time clock in when they enter and leave the school for the day in order to receive any credit for their attendance. Each classroom has a sign in register as well that is to be maintained by the classroom for the State of NJ. The Future Professional must use their registration number and name for sign-in sheets. This is not to be confused with their computer ID number which goes on all education documents.

**TARDY POLICY:**

The school prides itself on a solid curriculum. Tardiness on the Future Professional's part will only leave eventual gaps in their education. It is provided that Future Professionals may make up any missed hours. Commitment to your scheduled hours of attendance will show us your dedication to your education.

All Future Professionals must be signed in and be prepared to start class by 9:00AM (for the day classes) and by 6:00PM (for the evening classes). Any Future Professional who signs in after this time will not be permitted to enter class until the next hour and must remain in the lunchroom until class time.

Future Professionals are permitted 4 late penalties per month. Your 5th late penalty will result in an advisory warning, loss of privileges and/or dismissal for the day. Future Professionals who leave early will also be considered in violation of this policy. Not all documentations for lateness or early leave will be excused. This is monitored at the discretion of your immediate Learning Leader and Future Professional Advisor. Under no circumstances can a Future Professional sign in after 10:00 a.m. (day) or 7:00 p.m. (evening) for a late arrival.

**½ ABSENTEE (ONE HALF ABSENT DAY) WILL BE GIVEN TO ANY FUTURE PROFESSIONAL WHO LEAVES EARLY IN THE DAY.**

Tardiness is frowned upon by the administration of this school. Not only does the Future Professional miss out on valuable class time but the Future Professional is subject to eventual overtime charges when this situation is chronic. Prior to the start of classes you should arrange to arrive at school daily and on time. Keeping your commitment to your scheduled hours of attendance is the first step in our evaluation of your employability.

## STUDENT PROFESSIONAL DEVELOPMENT GUIDELINES

All students must commit to and follow the Student Professional Development Guidelines during their enrollment at Parisian Beauty Academy. These guidelines were established to assist in creating a safe, focused, and enjoyable learning experience.

### Attendance and Documentation of Time

- ❶ The school records attendance in clock hours and gives appropriate attendance credit for all hours attended. The school does not add or deduct attendance hours as a penalty. Attendance is calculated using a computerized time clock and does not round hours. In order to ensure proper clock hours are credited, students are required to clock in/out 2 times a day: when they arrive to school and when they leave at the end of the day. If a student fails to clock in or out for their schedule on the student time clock, the student will not receive hours. If the student wishes to dispute any hours they feel earned, the student must provide documentation to verify attendance on the missing time form. The documentation would include the student sign in sheet, the class attendance role, and/or the guest service summary.
- ❷ The school is open from 9:00 AM to 3:30 PM for day students and 6:0 PM to 10:00 PM for night students.
- ❸ All courses require continuous attendance.
- ❹ The prescribed attendance schedule must be maintained each week. Alternate schedules are available to those students who qualify.
- ❺ Students must be on time, as tardiness inhibits the learning process. Students who are late for class may not enter the classroom and will not receive credit for that hour. Students are never excused from class to work in the clinic. 4 incidents of tardiness in one month is considered excessive. Students will be written up for excessive tardiness.
- ❻ During the contracted enrollment period, applicant student must maintain a 90% attendance average each month in order to complete the program by the contracted end date. The student is allowed to miss 10% of his or her scheduled hours before having to pay extra instructional charges. The student may use the 10% excused absences for vacation, doctor appointments, illness, etc.; however, the student may not be out of school 14 consecutive calendar days or he or she may be terminated. If the student must attend additional program hours beyond his or her contracted end date due to not meeting a 90% attendance average or to complete academic graduation requirements, the student will be charged an additional \$10.00 for each hour scheduled to complete after the contracted end date is reached.  
  
***\*\*Refer to the school enrollment contract for the Enrollment Contract Period definition.  
Please note that if a student misses more than 14 consecutive calendar days, the student may be terminated from the program.***
- ❼ Students attend Core the first 7 weeks (210 clock hours) of enrollment. During this time the student must maintain a monthly attendance of 90%. If at the conclusion of the month, the student's progress report is not 90% attendance, the student may be dropped from the program and asked to re-enroll in the next class start date.
- ❽ Students must request time off from school from the Education Leader.
- ❾ Students are required to be in attendance a minimum of six (6) hours per day, 30 hours per week for the full time schedule; 16 hours per week for part-time students. Holidays such as Thanksgiving, Christmas, New Year's Day will be set according to the calendar each year. Students cannot bank hours and attend over 40 hours per week to make up for missing hours. If a student will miss hours during the week, arrangements must be made with their Learning Leader to make up those hours within the same week, or the hours missed will count against the hours allowed to miss and overtime charges can occur. All students must have a make up hours form from their Learning Leader in order to attend the make up hour classroom.

- ⑩ Lunches and breaks are scheduled for all students. All students will take 30 minutes for lunch between 12:00 noon and 1:30 PM,. Students should communicate with their instructor if they have not had lunch by 1:30 PM.

**Observe the appropriate breaks for your school schedule. Breaks are as follows:**

| Student Schedule | Breaks                                       | Lunch   |
|------------------|--|---------|
| 6 hr/day         | 10 min. in the morning & 10 min in afternoon | 30 min. |
| 5 hr/day         | 10 min. in the morning                       | 30 min. |
| 4 hr/day         | 10 min at mid-point of schedule              | n/a     |

- ⑪ Documentation of time: Students may not leave the school premises during regular hours without an instructor's permission.
- Students who leave school premises for more than 10 minutes or those who leave early must document their time by clocking out on the time clock, signing the sign-out sheet, and having an instructor book them out.
  - Students who leave school premises for less than 10 minutes must sign the sign-out sheet.
  - Monday – Saturday Day students will automatically have half hour deducted for lunch each day.
- ⑫ Students may not clock in or out for another student.
- ⑬ Students must keep a record of all services each day on the “service tracking sheet,” which must be completed daily and turned in every month.

### **Search Policy**

Lockers and stations furnished for student use belong to the school and are subject to search by the school or police officials at any time for any reason. By entering onto the premises of the school, students agree that they and any items, including handbags, briefcases, purses, and personal belongings they bring with them, are subject to reasonable search by school personnel at any time for any reason.

**Professional Image:** A professional image is a requirement for successful participation in school. Students must maintain the following professional dress code:

As a professional, your appearance should be neat, clean and well groomed. Your uniform must be clean, pressed and buttoned in the appropriate manner. FULL UNIFORM IS EXPECTED AT ALL TIMES. All uniforms must be purchased prior to the start of classes. Uniform must be arranged for through the financial department. There will be NO TOLERANCE for dirty, soiled and unkept uniforms as this is important to your image as a professional. Personal hygiene and sanitation is your daily responsibility as well. You are being trained for a service industry and will be in close proximity to many people daily. All hair, make-up and nails should be done BEFORE arrival at school. Additional school uniform T-shirts & sweatshirts are available for purchase at the Front Service Desk. Your professional image is ESSENTIAL to your overall image and success in the industry. Coats and Jackets are not worn inside the building.

#### **Core/Adaptive Cosmetology Hairstyling & Nail Tech's:**

- ① White "Uniform" lab jacket
- ② White "Uniform" T-shirt
- ③ BLACK "Uniform" pants
- ④ Name tag as provided

#### **CREATIVE COSMETOLOGY HAIRSTYLING:**

- ① Black "Uniform" lab jacket
- ② Black "Uniform" T-shirt
- ③ BLACK "Uniform" pants
- ④ Name tag as provided

#### **SHOES – COSMETOLOGY HAIRSTYLING & NAIL TECH'S**

- ① Black professional rubber soled shoes & black or white socks. NO CANVAS SNEAKERS or canvas shoe of any kind, NO PLATFORMS, CLOGS, UGGs, SANDALS, SLIP-ONS OR ANY OPEN TOE OR OPEN HEEL SHOES and certainly NO HEELS. BLACK WALKING SHOES ARE PERFECT!!! (Uniform Fashions provides a minimum of 3 varieties of shoes that are State Board approved at a discounted rate for all future professionals)

#### **SKIN CARE/ESTHETICS:**

- ① White uniform as prescribed
- ② White clothing underneath!
- ③ White professional shoes only (see admissions for guidance)

Headgear is NOT permitted! Earphones are prohibited from class.

**ALL FUTURE PROFESSIONALS ARE REQUIRED TO WEAR A NAME BADGE AT ALL TIMES WHILE IN ATTENDANCE. IF LOST YOU MUST REPLACE THE BADGE AT YOUR OWN COST OF \$4.00 PER BADGE.**

Uniforms shall not be altered, in any way. Failure to comply will result in purchase of a new uniform at your expense.

## **Sanitation and Personal Services**

- ❶ Students must keep workstations and classroom areas clean, sanitary, and clutter-free at all times.
- ❷ Students must clean their stations, including the floor, after each service.
- ❸ Hair must be swept up immediately after a service is completed, before blow-drying.
- ❹ Workstations must be cleaned at the end of the day, prior to clocking out for the day.
- ❺ Students may receive services on Tuesday through Thursday. To receive a service, students must do the following prior to starting the service:
  - a. Notify an instructor.
  - b. Be scheduled off the service books by a Learning Leader.
  - c. Pay for service supplies including perms, color, lightener, rinses, conditioning, treatments, manicures, nails, etc.
  - d. Personal services are considered rewards and scheduled for students who are up to date with all projects, exams, and worksheets. School assignments and successful learning are the priority.

## **Communication Guidelines and Professional Conduct**

- ❶ Visitors are allowed in the reception area only. Visitors are not allowed in the classrooms, student lounge, or clinic floor area.
- ❷ Only emergency calls are permitted on the business phone. Students may use the student phones for a limited time. Please keep your calls to three (3) minutes or less.
- ❸ Cell phones are not permitted in the school.
- ❹ Students may not visit with another student who is servicing a client.
- ❺ Students may not gather around the reception desk, reception area, or offices.
- ❻ Food, drinks, and water bottles are allowed only in the lunchroom.
- ❼ Parisian Beauty Academy, Paul Mitchell Partner School is a smoke-free campus.
- ❽ Stealing or taking school or another's personal property is unacceptable.

## **Late Payment**

If a student fails to make a scheduled tuition payment, the student may receive a coaching session on the Future Professional Advisory Form and owe a late payment fee of \$25.00. If a student consistently fails to make scheduled payments, the student may be terminated from the program.

## Learning Participation Guidelines

- ❶ Peer teaching and tutoring are encouraged. Taking credit for another's work or cheating during exams is unacceptable.
- ❷ Students will be expected to maintain an average of 80% on all theory tests and assignments.
- ❹ Students may not be released from required theory class to take a client.
- ❺ Only desk personnel may schedule or change client service appointments.
- ❻ All services must be checked and the service ticket initialed by an instructor.
- ❼ Students are expected to be continuously working on school-related projects, assignments, reading, or test preparation during school hours.
- ❽ Students will receive clock hours during the times they fully participate in their learning experience.
- ❾ When students are not scheduled with service appointments or are not scheduled to attend theory or an specialty class, they may focus on the following:
  - a. Completion of monthly worksheets
  - b. Completion of theory review worksheets
  - c. Performing a service on another student
  - d. Listening to or reading school resource center materials, including educational videos, audiotapes, and books
- ❿ Students must comply with school personnel and instructor's assignments and requests as required by the curriculum and student guidelines and rules.
- ⓫ Students may not perform hair, skin, or nail services outside of school. Conducting unauthorized hair, skin, or nail services outside of school may be reported to the state board and may result in your inability to receive a professional license.
- ⓬ Students are responsible for their own equipment and may use a station drawer only while working at that station. All equipment, tools, and personal items must be secured in their assigned locker. Parisian Beauty Academy, Paul Mitchell Partner School is not responsible for any lost or stolen articles.
- ⓭ Parking is allowed in assigned parking areas only or cars may be towed at the owner's expense.
- ⓮ All worksheets are due by the end of school.
- ⓯ If a student fails to complete a worksheet 100%, the student will be placed on the Back on Track list and will remain on the list until the following month.
- ⓰ If a student fails to pass the Core written and/or practical exam on their second attempt, they may be asked to withdraw from the program and re-start in the next class start date.
- ⓱ Milady Theory: Students will not be allowed in theory once the door is closed. The student will not receive theory credit during this time. If a student chooses to leave theory class for any reason he/she will not be allowed to return to theory class. If there's a transition period during theory, a student will be allowed to enter to receive credit for the remaining scheduled time in theory. Theory is a class required to graduate. Refer to the graduation requirements.



## COACHING AND CORRECTIVE ACTION

Part of your learning experience includes fine-tuning and mastering the skills and behaviors of a salon industry professional. The school team will coach all students to correct noncompliant or destructive behavior.

The following actions may be inspected for a coaching session:

- ❶ **Attendance and Documentation of Time Guidelines:** Attendance, promptness, and documentation of work are cornerstones of successful work practices. Students may be clocked out, released for the day, or receive a coaching session when they do not comply with guidelines.
- ❷ **Professional Image Standards:** Professional image standards were created to provide guidance and direction to students as they develop their professional image and persona. Students may be clocked out and released for the day when they do not meet professional image standards.
- ❸ **Sanitation and Personal Service Procedures:** Sanitation and personal service procedures have been established to comply with state laws and to provide a safe and clean service environment. Students may be clocked out and released for the day when they do not follow sanitation and personal service procedures.
- ❹ **Communication Guidelines and Professional Conduct:** It is the school's responsibility to provide a learning environment that is professional, positive, and conducive to learning. Staff and students all contribute to a mutually respectful learning environment that fosters effective communication and professional conduct. Students who fail to follow communication guidelines and who do not conduct themselves in a respectful and professional manner may experience a coaching session or termination.
- ❺ **Learning Participation Guidelines:** The learning participation guidelines have been established to provide a creative, fun, interactive, and collaborative learning environment that empowers students to act as "future salon industry professionals" and committed learners. Positive behavior is required to create a mutually beneficial learning environment for all students. Students who fail to meet the guidelines and create challenges for other students or staff may receive a coaching session or be terminated.

### Corrective Action Steps

Once a student has received five (5) coaching sessions, the student may be suspended from school for five (5) days. If a student receives two (2) more coaching sessions after readmission from a five (5) day suspension, the student's attendance may be permanently terminated. A student may be terminated without prior coaching sessions for improper and/ or immoral conduct. Refer to the school Future Professional Advisory.

*When monitoring students for unofficial withdrawals, the school is required to count any days that a student was out of school on suspension as a part of the 14 consecutive days of non-attendance used to determine whether the student will be returning to school.*

We believe in providing a quality environment with an exceptional educational program. This framework gives everyone the opportunity to enjoy the experience. The entire staff appreciates the students' respect of these guidelines.

## POLICIES AND PROCEDURES FOR STUDENTS WITH DISABILITIES

- ❶ **Accommodation Procedures for Students with Disabilities**
- ❷ **Grievance Procedures for Students who have Complaints on the Basis of Disability**

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### ❶ **Accommodation Procedures for Students with Disabilities**

**Non-Discrimination Policy** — It is the policy of Parisian Beauty Academy, Paul Mitchell Partner School comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act which are Federal laws that prohibit discrimination on the basis of disability. Parisian Beauty Academy, Paul Mitchell Partner School does not discriminate on the basis of disability against a qualified person with a disability in regard to application, acceptance, grading, advancement, training, discipline, graduation, or any other aspect related to a student's participation in a program of Parisian Beauty Academy, Paul Mitchell Partner School. This applies to all students and applicants for admission to The School. Parisian Beauty Academy, Paul Mitchell Partner School will provide reasonable accommodations to students with disabilities.

**Definition of an Individual with a Disability** — An *individual with a disability* is a person who has a physical or mental impairment which substantially limits one or more major life activities of the individual. These persons are protected by Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA). Individuals with a record of such an impairment and individuals who are regarded as having such an impairment are also protected by these Federal laws. The definition of "disability" in Section 504 and the ADA should be interpreted to allow for broad coverage.

The phrase *physical impairment* means a physiological disorder or condition, a cosmetic disfigurement, or an anatomical loss, that affects one or more of the following body systems: neurological; musculoskeletal; special sense organs (which would include speech organs that are not respiratory such as vocal cords, soft palate, tongue, etc.); respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine. Examples include, but are not limited to, orthopedic, visual, speech, and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, HIV disease (symptomatic or asymptomatic), tuberculosis, drug addiction, and alcoholism.

The phrase *mental impairment* means any mental or psychological disorder, including but not limited to, mental retardation, organic brain syndrome, emotional or mental illness, specific learning disabilities, post-traumatic stress disorder, depression and bi-polar disorder. The phrase substantially limits must be interpreted without regard to the ameliorative effects of mitigating measures, other than ordinary eyeglasses or contact lenses. Mitigating measures are things like medications, prosthetic devices, assistive devices, or learned behavioral or adaptive neurological modifications that an individual may use to eliminate or reduce the effects of an impairment. These measures cannot be considered when determining whether a person has a substantially limiting impairment. An impairment that is episodic or in remission is a disability if, when in an active phase, it would substantially limit a major life activity. For example, a student with bipolar disorder would be covered if, during manic or depressive episodes, the student is substantially limited in a major life activity (e.g., thinking, concentrating, neurological function, or brain function).

The phrase *major life activities* means functions such as caring for one's self, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. Major life activities also includes major bodily functions such as functions of the immune system, normal cell growth, and digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

## **The School's Responsibilities to Students with Disabilities**

The School must provide *academic adjustments*, *auxiliary aids* and *reasonable accommodations* to students with disabilities, that are necessary to ensure students are not denied the benefits of, or excluded from participation in, The School's program. The School must make modifications to its academic requirements that are necessary to ensure that the requirements do not discriminate against students with disabilities. The School must ensure that it provides physical access to students with disabilities. It is also the responsibility of Parisian Beauty Academy, A Paul Mitchell Partner School to permit students with disabilities to use service dogs on each campus.

The person responsible for implementing these responsibilities at Parisian Beauty Academy, Paul Mitchell Partner School Campus is: Fran Lillo; ADA Compliance Coordinator; 362 State Street, Hackensack, NJ 07601; (201) 487-2203; [franl@parisianbeautyacad.com](mailto:franl@parisianbeautyacad.com).

When a student informs a School staff member that the student is disabled, or needs accommodations or assistance due to disability, the staff member will refer the Student to The School's ADA Compliance Coordinator.

## **Procedures for Students and The School**

**Documentation of disability by students** — Students with disabilities who wish to request reasonable accommodations (including academic adjustments, auxiliary aids, or modifications) must contact the ADA Compliance Coordinator named above for their campus. Students must provide documentation of disability from an appropriate professional, which depends on the nature of the disability. For example, a student with a psychological disability should provide documentation from a psychologist, psychiatrist or social worker. The documentation submitted must be within the last 12 months, if older than 12 months the student must provide current documentation from the appropriate professional.

This documentation may be the student's existing medical records, or reports created by the student's medical provider or an appropriate professional who conducts an assessment of the student. It may be documentation from the student's past educational records such as reports from teachers or school psychologists, or records that show the student's educational history, disability assessment, and the accommodations the student previously received. It may be records from the state department of rehabilitation or the U.S. Department of Veterans Affairs. Documentation should be current and relevant, but that does not mean that a recent report or record is needed in all cases. Some disabilities are stable lifelong conditions and historic documentation will be sufficient. Some disabilities are readily apparent and observable and thus little or no documentation will be needed.

The documentation of disability is kept at all times in a locked, private file at The School. To protect privacy, direct access to this documentation is by written consent only. The ADA Compliance Coordinator will determine what information needs to be shared with Parisian Beauty Academy, A Paul Mitchell Partner School staff and Learning Leaders, on an "as needed basis," in order to facilitate academic accommodations or other services.

**Student requests for accommodations and interactive discussion with ADA Compliance Coordinator** — Students who plan to request accommodations should contact the ADA Compliance Coordinator promptly, so there is time for the Coordinator to review the student's documentation and discuss accommodations with the student before the student begins the class or program for which the accommodation is being requested. When a student contacts the Coordinator, the Coordinator will keep a record of the dates and contacts with the student, including a record of the accommodations requested by the student. Students who have questions about the type of documentation they need to provide should contact the Coordinator to discuss this.

The student and the ADA Compliance Coordinator will discuss how the student's impairment impacts the student, how the student expects the impairment to impact the student in The School's program, the types of accommodations the student has previously received (if any), and the accommodations being requested by the student from The School. The Coordinator and the student should discuss accommodations needed during all phases of the program (Core, Adaptive and Creative), and for classroom instruction, skills based instruction and skills practice.

The documentation (or observation) must show the nature of the student's disability and how it limits a major life activity. The accommodations requested by the student should be related to these limitations. There are no pre-set accommodations for specific disabilities. Instead, the Coordinator and the student must discuss and determine what the student's limitations are, and how they can be accommodated.

*Here are some examples:*

- A student with an orthopedic disability may need cushioned floor mats and scheduled times to sit down. These students may also need particular kinds of chairs.
- A student with a learning disability or attention deficit disorder may need extra time to take tests, such as ninety minutes to take a test instead of the sixty minutes allowed to other students. These students may need to take their tests in a location that is quiet and has no distractions, such as an office rather than the classroom.
- A student with a learning disability or psychological disability may need a note taker, a copy of the instructor's notes or presentation, or to use a tape recorder during instruction.
- A student with post-traumatic stress disorder or an anxiety disorder may need to take periodic leaves of absence, or may need to structure their program so that it is scheduled over a longer period of time than usual. These students may need to take breaks in a quiet room during skills practice.
- A student with a hearing impairment may need instructors to use voice amplification systems, or may need the School to provide a sign language interpreter.
- A student with diabetes may need periodic breaks to check his or her blood sugar level.

**Decision about accommodations, and ensuring implementation of accommodations** — The ADA Compliance Coordinator will decide the accommodations to be provided to the student. The Coordinator will consider any past accommodations that have been effective for the student, and will give primary consideration to the type of accommodation requested by the student. Alternate accommodations may be provided if there is an alternative accommodation that would be equally effective for the student.

The Coordinator will make a decision no later than two weeks after the student states the request for an accommodation. If the student does not submit documentation of a disability at the time the student requests an accommodation, the Coordinator will make a decision no later than two weeks after the student provides the documentation.

The Coordinator will list the approved accommodations in writing and provide this to the student. The Coordinator will inform the appropriate Learning Leaders and school staff of the accommodations they are responsible for providing to the student, how to provide the accommodations, and when to provide the accommodations. The Coordinator will keep a written record of these contacts about the student's accommodations. The Coordinator will verify that the accommodations are being implemented for the student through direct observation, report by the student, and/or documentation from The School staff. If the student informs the Coordinator that an accommodation is not being fully implemented, the Coordinator will immediately intervene with relevant staff members to ensure the accommodation is provided to the student.

After accommodations have been approved for a student, the Coordinator will make an appointment with the student for a time when the student's program is expected to change. The purpose of the appointment is to determine whether the student's accommodations should be changed when the student's program phase changes, or the type of instruction changes.

**Additional factors** — The School is not obligated to provide accommodations that would result in a fundamental alteration of The School's program. In this case, the Coordinator will promptly search for an equally effective alternate accommodation for the student that would not fundamentally alter the program. The Coordinator will offer the alternate accommodation to the student.

The School is not obligated to provide accommodations that would result in an undue financial or administrative burden on The School. If the Coordinator decides that a requested accommodation might impose such a burden, the Coordinator will discuss the issue with The School owner, who will take into account the overall financial resources of The School. The School owner will make the final decision, in accord with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. If The School owner determines that the requested accommodation would be an undue burden, the Coordinator will promptly search for an equally effective alternate accommodation for the student and offer the alternate accommodation to the student.

### **Appeals by Students**

A student may appeal any accommodation decision made by the ADA Compliance Coordinator if the student disagrees with the decision. Here are some examples: A student may appeal the Coordinator's decision to deny a requested accommodation. A student may appeal a decision by the Coordinator to provide an alternate accommodation rather than the specific accommodation requested by a student. A student may appeal a decision by the Coordinator that the student has not presented sufficient documentation to support the requested accommodation. A student may also file an appeal when a school staff member fails to provide an approved accommodation, and the Coordinator has not effectively addressed the situation.

When a student wishes to file an appeal, the student must notify Harry Comp and/or Penny Comp Muccia; Owners; 362 State Street, Hackensack, NJ 07601; (201) 487-2203; [harry@parisianbeautyacad.com](mailto:harry@parisianbeautyacad.com) or [penny@parisianbeautyacad.com](mailto:penny@parisianbeautyacad.com). The student must explain his/her reasons for disagreeing with the Coordinator's decision, or explain how the student's accommodation is not being implemented, and submit any relevant documentation.

Within five calendar days of receiving a student's appeal the Director will meet with the student and the Coordinator to discuss the issues presented by the student's appeal. If appropriate, the Director will also discuss the issues with other School staff members.

When a student appeals a decision made by the Coordinator, the Director will determine whether the Coordinator's decision should be revised or remain the same. If the decision is revised, the Director will ensure that the revised decision is implemented.

When a student files an appeal on the basis that an approved accommodation is not being implemented, the Director will determine whether the accommodation is being fully implemented, and if it is not, ensure that the accommodation is implemented. The Director will inform the student of the decision in writing no later than fourteen days after receiving the student's appeal.

## **Training and Mediation Responsibilities of the ADA Compliance Coordinator**

The ADA Compliance Coordinator at each campus will deliver disability training sessions for all campus staff members at least once each calendar year. In these training sessions the Coordinator will explain the basic requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to The School. The Coordinator will address: The School's responsibility to provide accommodations to students with disabilities; how to appropriately interact with students with particular kinds of disabilities; how to go about implementing accommodations that the Coordinator has approved for students; how to support students with disabilities in The School's programs; that students with disabilities cannot be penalized for using approved accommodations. The Coordinator will keep a record of each training session.

The Coordinator may also provide trainings for students who wish to learn about The School's process for providing accommodations, or about The School's grievance procedures.

To help ensure that future campus staff members and students are aware of The School's policies, the Coordinator will make sure that the Accommodations Procedures and the Grievance Procedures are continually posted at the campus.

The Coordinator will assist students with disabilities who have concerns about implementation of their accommodations or their treatment by The School staff members or other students. At the request of a student, the Coordinator will informally mediate or attempt to resolve issues related to the student's disability. If this informal process does not resolve the student's concerns, the student may file a grievance as described in Section II below.

### **② Grievance Procedures for Students who have Complaints on the Basis of Disability**

Parisian Beauty Academy, A Paul Mitchell Partner School is responsible for providing a grievance procedure to students who feel they have been discriminated against on the basis of disability. The grievance procedure provides students the opportunity to file a complaint. The School then has the responsibility to objectively investigate the allegations in the complaint and determine whether the student has been discriminated against. If The School determines that discrimination occurred, The School must take appropriate steps to correct the discrimination and prevent it from reoccurring.

***Grievance complaints*** — A student may file a grievance if the student feels he or she has been discriminated against because the student is disabled, or because the student is regarded as being disabled, or because the student has a record of being disabled. A student may also file a grievance if the student feels that he or she has been retaliated against for advocacy based on disability. Here are some examples of discrimination:

- An instructor or other students refer to the student in a derogatory way related to the student's disability.
- An instructor generally refers to students with particular types of disability in a derogatory way.
- Other students refuse to work with the student because the student is disabled.
- A School staff member refuses to provide a service to the student that the staff member provides to other students.
- A school staff member takes a negative action toward the student after the student asked for accommodations for a disability.
- A guest presenter at The School makes derogatory statements about students with disabilities, or states that students with disabilities can never be employed in the presenter's field.
- A student's request for accommodation was denied by The School, or an instructor did not implement an accommodation for the student that was approved by The School.



A student must file a grievance complaint within 90 days of the date the discriminatory act occurred, or within 90 days of the end of an informal attempt to resolve the complaint, whichever is later. The complaint must be written. In the complaint, the student must describe what happened and the dates the acts took place, and state who was involved. The student should explain why the student believes the acts were taken based on disability. The student should describe or provide copies of any relevant documents or emails, if available.

A student may ask the Campus ADA Compliance Coordinator to try and informally resolve the student's complaint before the student files a written complaint. However, the student is not required to try informal resolution before filing a written complaint.

The complaint must be sent to Harry Comp and/or Penny Comp Muccia; Owners; 362 State Street, Hackensack, NJ 07601; (201) 487-2203; [harry@parisianbeautyacad.com](mailto:harry@parisianbeautyacad.com) or [penny@parisianbeautyacad.com](mailto:penny@parisianbeautyacad.com).

**Investigation of the Complaint** — When the Director receives a written complaint, the Director will immediately begin an objective investigation. The School has the right to contract with an independent investigator to conduct any investigation. Within seven days, the Director will discuss the allegations in the complaint with the student, and obtain any needed additional information from the student. The Director will obtain from the student the names of any persons the student believes will have relevant information. The Director will gather all information necessary to determine what took place. To do so, the Director will interview any School staff members or students who engaged in the actions or may have witnessed the actions that the student is complaining about. The Director will interview persons that the student stated may have relevant information. The Director will gather any relevant documents such as emails, student work or instructor's records. During the investigation, the Director will disclose the complaint, and confidential information about the student, only to the extent necessary to investigate the allegations of the complaint.

After reviewing all the evidence gathered, the Director will determine whether the student was treated differently from other students based on disability; or whether the student was harassed based on disability; or whether the student was retaliated against because the student advocated on the basis of disability; or whether the student was denied an accommodation that The School should have provided to the student.

**Written Decision** — The Director will provide the student with a written decision no later than sixty days after the date the student filed the complaint. The decision will state the determination reached by the Director at the conclusion of the investigation, and the reasons the Director reached that determination. If the Director concludes that the student was discriminated against on the basis of disability, the decision will state the types of remedial action that The School has taken or will take to correct the discrimination. The decision will also state how The School will prevent the discriminatory acts from occurring again.

**Appeals by Students** — If the student who filed the complaint disagrees with the decision made by the Director, or disagrees with the remedial action specified, the student may appeal the decision to The School Owner. The appeal must be written and sent to Harry Comp and/or Penny Comp Muccia; Owners; 362 State Street, Hackensack, NJ 07601; (201) 487-2203; [harry@parisianbeautyacad.com](mailto:harry@parisianbeautyacad.com) or [penny@parisianbeautyacad.com](mailto:penny@parisianbeautyacad.com). The appeal must state the specific reasons that the student disagrees with the decision. Appeals must be filed no later than thirty days after the student receives the written decision from the Director.

The Owner will review all the information provided by the student in the appeal, the decision by the Director, the interview records made by the Director and the documents gathered by the Director. The Owner will issue a written decision to the student within fourteen days after receiving the student's appeal. The Owner will determine whether the decision should be revised or remain the same. If the Owner determines that the decision should be revised, the Owner will ensure that any necessary changes in the remedies are implemented.



## STUDENT AND EMPLOYEE ANTI-HARASSMENT AND DISCRIMINATION POLICY

Parisian Beauty Academy is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students are required to take our mandatory Sexual Harassment and Prevention Training upon starting in school. Employees are required to take the training on an annual basis. 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, Parisian Beauty Academy prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and Parisian Beauty Academy has jurisdiction over Title IX complaints.

Parisian Beauty Academy's anti-harassment policy applies to all persons involved in the operation of Parisian Beauty Academy, and prohibits unlawful harassment by any employee of Parisian Beauty Academy, as well as students, customers, third parties, vendors or anyone who does business with Parisian Beauty Academy. 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 Parisian Beauty Academy does business engages in unlawful harassment or discrimination, Parisian Beauty Academy will take appropriate corrective action. The grievance procedure will provide that complaints may be filed about discrimination in any academic, educational, extracurricular, athletic or other programs operated or sponsored by, or related to, Parisian Beauty Academy, whether the programs take place on the campus of a school, during a school-sponsored field trip, or other off-campus events.

As part of Parisian Beauty Academy's commitment to providing a harassment-free working and learning environment, this policy shall be disseminated to Parisian Beauty Academy community through publications, Parisian Beauty Academy website, new employee orientations, student orientations, and other appropriate channels of communication. Parisian Beauty Academy will provide training to key staff members to enable Parisian Beauty Academy to handle any allegations of discrimination and harassment, including sexual harassment or sexual violence, promptly and effectively. Parisian Beauty Academy 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

Sex Discrimination is defined as treating individuals differently on the basis of sex with regard to any aspect of services, benefits, or opportunities Parisian Beauty Academy provides such as:

- ① Treat a person differently in determining whether he or she satisfies any requirement or condition for the provision of an aid, benefit, or service;
- ② Provide different aid, benefits, or services or provide aid, benefits, or services in a different manner;
- ③ Deny any person an aid, benefit, or service
- ④ Subject any person to separate or different rules of behavior, sanctions, or other treatment in providing an aid, benefit, or service
- ⑤ Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees;
- ⑥ Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

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.

## **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, color or any other legally protected basis if:

- ① submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment;
- ② 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
- ③ it creates a hostile or offensive 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, sex 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

The following grievance procedures shall be used to address sex discrimination complaints filed by students/employees or complaints filed on their behalf against employees, other students, or third parties.

If you believe that you have experienced or witnessed harassment or sexual violence, notify your Learning Leader, supervisor, Parisian Beauty Academy Owner, 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 Parisian Beauty Academy 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 Parisian Beauty Academy Owner 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. A sex discrimination complaint should be filed within 180 days from the date of the alleged discriminatory incident. Upon receiving any report of discrimination, including harassment, regardless of the filing date or when the school receives notice, the school will take steps to prevent recurrence of discrimination and correct its discriminatory effects on the student, and on others, if appropriate. All documentation pertaining to the complaint/grievance will be confidential. The complaint/grievance once received will be maintained in the student's and/or employee's permanent file, which has limited staff access, this includes verbal complaints.

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.

The Grievant/Complainant may use the Title IX Grievance Form, but it is not required, to file a Title IX discrimination complaint.

|   |   |
|---|---|
| <b>Title IX Coordinator:</b><br>Fran Lillo<br>362 State St.<br>Hackensack, NJ 07601<br>franl@parisianbeautyacad.com<br>201-487-2203 | <b>School Owner: <i>(for complaints involving employees)</i></b><br>Harry Comp<br>362 State St.<br>Hackensack, NJ 07601<br>harry@parisianbeautyacad.com<br>201-487-2203 |
|---|---|

Parisian Beauty Academy ensures that its employee(s) designated to serve as Title IX Coordinator(s) have adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how Parisian Beauty Academy's grievance procedures operate. Because complaints can also be filed with the School Owner, these employees also receive training on Parisian Beauty Academy's grievance procedures.

## Investigation of Complaints

In response to all complaints, Parisian Beauty Academy promises prompt and equitable resolution through a reliable and impartial investigation of complaints, including the opportunity for both parties to present witnesses or other evidence. The time necessary to conduct an investigation will vary based on complexity but will generally be completed within sixty (60) days of receipt of the complaint. If a complainant requests confidentiality, Parisian Beauty Academy will take all reasonable steps to investigate and respond to the complaint consistent with the request. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, Parisian Beauty Academy will inform the complainant that its ability to respond may be limited.

The preponderance of the evidence standard will apply to investigations, meaning Parisian Beauty Academy 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 within 60 days of receipt of complaint. Written notice will include:

- ① Whether Parisian Beauty Academy found that the alleged conduct occurred, and whether it constituted discrimination.
- ② Any individual remedies offered or provided to the complainant or any sanctions imposed on the respondent that directly relate to the complainant. The respondent's version will not include individual remedies offered or provided to the complainant unless the remedy directly involves the respondent.
- ③ Any other steps Parisian Beauty Academy took to eliminate the hostile environment, if Parisian Beauty Academy found one to exist, and prevent recurrence.

During the investigation, Parisian Beauty Academy will provide interim measures, as necessary, to protect the safety and wellbeing of students and/or employees involved. Examples of temporary and permanent measures to protect the complainant as necessary are:

- ① No contact order
- ② Change academic situations as appropriate with minimum burden on the complainant
- ③ Counseling
- ④ Health and mental services
- ⑤ Escort services
- ⑥ Academic support
- ⑦ Retake a program or withdraw without penalty

If Parisian Beauty Academy determines that unlawful harassment or sexual violence has occurred, immediate appropriate corrective action will be taken in accordance with the circumstances involved, and Parisian Beauty Academy will take steps to prevent the recurrence of any harassment or discrimination. Any employee determined by Parisian Beauty Academy 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 Parisian Beauty Academy's disciplinary process. To the extent that an employee or contract worker is not satisfied with Parisian Beauty Academy's handling of a harassment or discrimination complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief.

Parisian Beauty Academy should make appropriate referrals to law enforcement. Parisian Beauty Academy will also notify complainants of the right to proceed with a criminal investigation and a Title IX complaint simultaneously.

Parisian Beauty Academy will not wait for the criminal investigation or criminal proceeding to be concluded before beginning its own investigation.

### **Retaliation Prohibited**

Parisian Beauty Academy prohibits any form of retaliation, intimidation or harassment against any individual who filed or otherwise participated in the filing or investigation of a complaint of discrimination. Any individual who believes he/she has been subjected to retaliation may file a separate complaint under this procedure.

## Reporting Requirements

Victims of sexual misconduct should be aware that School administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to other members of the campus community. Parisian Beauty Academy 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. Parisian Beauty Academy reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

## Additional Information

Parisian Beauty Academy does not allow conflicts of interest (real or perceived) by those handling the procedures. The school does maintain all documentation of any proceeding. The school will inform the students at regular intervals of the status of the investigation. The school will disallow evidence of past relationships.

Employees should contact Parisian Beauty Academy Director for more information or any questions related to this policy. Students may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S. Department of Education Office for Civil Rights ("OCR") investigates complaints of discrimination, including 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/>.

## U.S. Department of Education

Students or The School staff who have questions or concerns about disability issues may contact the Office for Civil Rights (OCR), U.S. Department of Education. OCR enforces Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to post-secondary educational institutions.

The OCR National Headquarters is located at:

**U.S. Department of Education, Office for Civil Rights**  
**Lyndon Baines Johnson Department of Education Bldg**  
**400 Maryland Avenue, SW**  
**Washington, DC 20202-1100**

*Telephone: (800) 421-3481*

*FAX: (202) 453-6012; TDD: (877) 521-2172*

*Email: [OCR@ed.gov](mailto:OCR@ed.gov)*

OCR has regional offices located throughout the country. To find the office for our state, you can check the OCR website at: <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>, or call the telephone number above.

## STUDENT CONSUMER INFORMATION

Provisions of the Higher Education Amendment of 1976 require that effective July 1, 1977, each post-secondary institution which receives Federal Financial Aid funds must make certain student consumer information available to any enrolled or prospective student who request such information.

This section compiled by the Financial Aid office staff attempts to meet the requirements.

The school is approved for and participates in Federal PELL Grants, Subsidized Direct loans, Unsubsidized Direct Loans, and Parent PLUS loans. Such programs help to defray the costs of attending school for those students eligible for financial aid consideration.

Financial aid is any mechanism that reduces out of pocket costs that the students and/or parents must pay to obtain a specific post-secondary education. Put differently, financial aid is monies made available to help students meet the cost of the program. Financial aid includes grants and need and non-need loans.

Need-based financial aid is available to families that demonstrate a financial need for additional resources. The formula below is used to determine how much financial need a student has:

$$\text{Cost of Attendance} - \text{Expected Family Contribution (EFC)} = \text{Financial Need}$$

Non-Need is the difference between the cost of education and Financial Need.

Based on these calculations Federal Aid may not cover all the cost of attendance.

All financial aid is awarded to students that qualify meeting the following criteria:

- ❶ Criteria making a student ELIGIBLE includes citizen or permanent non-citizen alien recipient codes 1-151, 1-551, and 1-94.
- ❷ Criteria making a student INELIGIBLE includes codes F-1, F-2, J-1, J-2; students who are in federal loan default; students who receive grant overpayments; or male students who meet Selective Service registration criteria but are not registered.

## ALCOHOL AND DRUG-FREE EDUCATIONAL FACILITY POLICY

The School is concerned about the use of alcohol and drugs in the educational facility. This concern is based upon the effect that those substances have on a person's judgment, performance, safety, and health.

The School prohibits the possession, use, or being under the influence of alcohol or an illegal substance on School premises or at a School activity.

This prohibition includes drugs which (a) are not legally obtainable or (b) are legally obtainable but have not been legally obtained. The prohibition also includes prescribed drugs not legally obtained and prescribed drugs not being used for the prescribed purposes.

In order to enforce this policy, the School reserves the right to search all School premises, including classrooms, administrative offices, corridors, storage rooms, and parking lots. The School also reserves the right to search all employee and student property on School premises or at School activities, including but not limited to backpacks, purses, handbags, lockers, and vehicles parked on School property. The School also reserves the right to implement other measures necessary to deter abuse of this policy. Failure or refusal to cooperate may be grounds for disciplinary action, including expulsion from the School or termination for employees.

The School also will not object to law enforcement seeking to search School premises or employees and students, and employee and student property on School property or at School activities.



## SEXUAL HARASSMENT POLICY

Parisian Beauty Academy, Paul Mitchell Partner School is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from sexual harassment. This policy covers anyone who engages in sexual harassment on school property or at school activities.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature, when:

- ❶ Submission to the conduct or communication is either explicitly or implicitly made a term or condition of an individual's employment, work opportunity, education, or other benefit;
- ❷ Submission to or rejection of the conduct or communication is used as a factor for employment decisions or other school-related decisions affecting an individual; and/or
- ❸ Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance or creates an intimidating, hostile, or offensive work or school environment.

Sexual harassment can occur between staff to student, student to staff, student to student, staff to staff, female to male, male to female, female to female, and male to male. Administration will take prompt, equitable, and remedial action on reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Sexual harassment may include but is not limited to:

- ❶ Verbal harassment or abuse of a sexual nature
- ❷ Subtle pressure for sexual activity
- ❸ Inappropriate or unwelcome touching, patting, or pinching of a sexual nature
- ❹ Intentional brushing against a student's or an employee's body
- ❺ Demanding sexual favors accompanied by implied or overt threats concerning an individual's employment or educational status
- ❻ Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status
- ❼ Use of sexually or gender-degrading words or comments, verbal or written (e.g., graffiti)
- ❽ Display in the school, on school grounds, or at school-sponsored events of sexually suggestive pictures
- ❾ Leering of a sexual nature
- ❿ Spreading of sexual rumors

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone else engaging in sexual harassment on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations and the necessity to investigate the allegations and take disciplinary action when the conduct has occurred.

Retaliation is prohibited against any person who makes a complaint or is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary action.

Each staff member is responsible to immediately report alleged discrimination and/or harassment to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary action up to and including termination.



## **HARASSMENT, INTIMIDATION, BULLYING, AND DISCRIMINATION POLICY**

Parisian Beauty Academy, Paul Mitchell Partner School is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from bullying, harassment, intimidation, and discrimination of any kind. This policy includes anyone who engages in such behavior on school property, at school activities, or an electronic act through the use of cell phones, computers, personal communication devices, or other electronic gaming devices.

Harassment, intimidation, bullying, and discrimination may take many forms, including verbal aggression and name calling; physical aggression; relational aggression; graphic and written statements, which may include use of cell phones, computers, or gaming systems; and other conduct that may be physically threatening, harmful, or humiliating. Harassment, intimidation, bullying, and discrimination include intent to harm, they are directed at a specific target, and typically involve repeated incidents. Harassment, intimidation, bullying, and discrimination create a hostile environment and will not be tolerated in Parisian Beauty Academy, A Paul Mitchell Partner School.

Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance and creates an intimidating, hostile, or offensive work or school environment. Harassment, intimidation, bullying and discrimination can interfere and limit a person's ability to participate in or benefit from the services, activities, or opportunities offered by the Parisian Beauty Academy, A Paul Mitchell Partner School. Administration will take prompt, equitable, and remedial action on all reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Engaging in harassment, intimidation, bullying or discrimination will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone engaging in these behaviors on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations, state laws and policies, and the necessity to investigate the allegations and take disciplinary and/or restorative action to resolve the problem.

Retaliation is prohibited against any person who makes a complaint or who is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary and /or restorative action. Each staff member is responsible for immediately reporting alleged harassment, intimidation, bullying or discrimination to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary and/or restorative action up to and including termination.

For a list of state anti-bullying laws and policies please go to: [\*\*www.stopbullying.gov\*\*](http://www.stopbullying.gov).

## **COPYRIGHT MATERIAL POLICY FOR PARISIAN BEAUTY ACADEMY, A PAUL MITCHELL PARTNER SCHOOL**

All material in this program is, unless otherwise stated, the property of Parisian Beauty Academy, Paul Mitchell Partner School. Reproduction or retransmission of the materials, in whole or in part, in any manner, without the prior written consent of the copyright holder, is a violation of copyright law.

At Parisian Beauty Academy, Paul Mitchell Partner School we abide by the provisions of the federal Digital Millennium Copyright Act (DMCA), which requires prompt response to claims of copyright infringement by copyright holders or their agents. If the school receives an allegation of copyright infringement based on your use of the school's computers, the matter will be referred to the school director for further investigation. If you are found responsible after meeting with the school director, you are subject to disciplinary action including loss of network access, suspension or termination from school, and/or restitution or community service.

The Internet is an essential tool in everyone's lives for both academic and everyday pursuits. Along with these benefits come responsibilities. One of the most critical is conforming to the copyright laws governing music, movies, games, and software over the Internet. You must have the consent of the copyright holder to make copies.

The consequences of copyright infringement also extend outside of the school. Copyright holders may assess civil liability and even criminal prosecution. Recently, the Recording Industry Association of America (RIAA) has adopted the practice of sending schools pre-litigation settlement letters to be forwarded to individuals offering them "the opportunity to resolve copyright infringement claims against them at a discounted rate." Published reports indicate that the minimum settlement is \$3,000.00 per case.

Another reason to be careful with file-sharing programs is that the installation procedures for most of them enable default open access worldwide to information on your system; thus, the integrity of your computer and personal information can be compromised through illegal file sharing, including making you vulnerable to identity theft.

To facilitate student access to legal sources of music and video online, we have listed a couple of sites below:

- ❶ **iTunes:** This Apple store works with both Windows and Mac operating systems. Currently, over 99% of their song catalog is "unlocked," meaning you can transfer the songs to any device or computer you own.
- ❷ **eMusic.com:** This site features mostly independent and jazz/blues music. They offer low prices for signing up (up to 45 songs for free), and a good portion of their catalog can be purchased for about \$0.50 to \$0.89/song.
- ❸ **Netflix.com:** For about \$7.99/month, you can set up an online list of over 20,000 movies that can be streamed directly to your computer.

## **SOCIAL NETWORKING POLICY**

Parisian Beauty Academy, Paul Mitchell Partner School respects the rights of students to use social media during their personal time. Social media includes all forms of publicly accessible communications which include, but are not limited to, written and verbal communications (including podcast and video uploads) and all forms of electronic communication including discussion groups, forums, news groups, e-mail distribution, blog postings, and or social networking sites (such as Facebook, MySpace, Twitter, You Tube, Friendster, etc.) . Students are personally responsible for the content they publish on social networking sites. Students are expected to treat each other with fairness and respect, consistent with the Parisian Beauty Academy, A Paul Mitchell Partner School culture.

Parisian Beauty Academy, A Paul Mitchell Partner School does not permit ethnic slurs, personal insults, obscenity, and intimidation, cyber bullying or engaging in conduct that would be unbecoming of a Parisian Beauty Academy, A Paul Mitchell Partner School Future Professional and misrepresent Parisian Beauty Academy, A Paul Mitchell Partner School culture. Parisian Beauty Academy, A Paul Mitchell Partner School reserves the right to request the removal of any posts at its discretion and take necessary disciplinary action as appropriate.

## **REGULATORY AND ACCREDITATION AGENCIES**

The following institutions license and regulate our institution:

### **New Jersey Board of Cosmetology & Hairstyling**

P.O. Box 45003  
Newark, NJ 07101  
(973) 504-6400

### **National Accrediting Commission of Career Arts & Sciences, Inc. (NACCAS)**

3015 Colvin Street  
Alexandria, VA 22314  
(703) 600-7600

Nationally accredited by National Accrediting Commissions of Career Arts & Sciences, Inc (NACCAS). The National Accrediting Commission of Career Arts and Sciences (NACCAS) is recognized by the United States Department of Education as a national accrediting agency for postsecondary school and departments of cosmetology arts and sciences, and massage therapy.

If you are interested in reviewing or receiving a copy of the school's state license/approval or a copy of the school's letter of accreditation, please contact the school director.

The campus crime report is provided to each student prior to enrollment. The campus crime statistics are updated annually (October). If you are interested in reviewing or receiving a copy of the school's campus crime report, please see the School Director and/or the financial aid office, or a copy may be reviewed on the school website.

## **GRIEVANCE POLICY**

In the event a student has a concern or grievance that cannot be resolved with the student's immediate Learning Leader or Education Leader, the student must file the concern in written form. The complaint will then be referred to the school's Management Team, which consists of the director, the school owners, sales leader, and Future Professional Advisor. The team will receive and attempt to resolve each complaint or concern within 21 days of receiving the written complaint. If more information is needed, a letter requesting the additional information will be sent to the student. If no further information is needed, the team will determine a resolution and notify the student in writing within 15 calendar days of the steps taken to correct the concern or an explanation as to why no action was required. The school will maintain records of the complaint and response in accordance with the published record retention policy.

Students will not be subject to adverse actions by any school official as a result of initiating a complaint.

Students should follow the above process; however, the student may, at any time, file a complaint with the school's accrediting agency, or the U.S. Department of Education.

Students will not be subject to retribution upon filing a complaint.

If the issue cannot be resolved within the Administration or staff of the school the Future Professional may address the School Director/Owner. The procedure will be the same as outlined above. If there is no resolution the Future Professional may wish to file a complaint with the NJ State Board of Cosmetology & Hairstyling. The complaints are required to be in writing. A Future Professional must exhaust the institution's internal complaint process before submitting the complaint to NJ State Board of Cosmetology & Hairstyling. Addresses are provided below.

### **New Jersey Board of Cosmetology & Hairstyling**

P.O. Box 45003  
Newark, NJ 07101  
(973) 504-6400

Parisian Beauty Academy, A Paul Mitchell Partner School will maintain records of the complaint and response in accordance with the published record retention policy.

***Upon request, the school will provide its annual Campus Security Safety Policy and Fire Safety Report or a prospective student or prospective employee can visit the schools website at:***

***[parisian.paulmitchell.edu/programs/helpful links](http://parisian.paulmitchell.edu/programs/helpful links)***

## **SCHOOL ADMINISTRATION AS OF JANUARY 2017**

**Owners:** Parisian Beauty Academy Inc.

**Director:** Harry Comp

**Dean:** Penny Comp Muccia

**Operations Leader:** Susan Nohta

**Admissions Leader:** Keri Sarro

**Admissions Team:** Esperanza Perez, Otamy Gonzalez, Gina Cassesse

**Financial Aid Leader:** Maryanne O'Boyle

**Financial Aid Officer:** Jennifer Daly, Linda Ramirez

**Education Leadership:** Rika LaMorte, Fran Lillo

**Education Specialist:** Rika LaMorte, Cesar Deidan

**School Faculty:**

**Learning Leaders:**

**Dany Campusano**

Learning Leader - Full Time

License # 32WB00227000

Dany is a licensed instructor and Cosmetologist and has 20 years of salon experience. She is fully bi-lingual and leads the schools Hispanic program. As a texture specialist she brings creativity and structure to her classroom.

**Virtudes Polanco Codignotto**

Learning Leader - Full Time

License # 32WB00205200

Virtudes has been with Parisian for 18 years. Virtudes is the Adaptive 2 learning leader, a level 4 cutting specialist and certified in color and texture level 3. She has been a mentor of the Student Counsel and has lead the cutting team to improve their skills. Virtudes has been a Core specialist as well as a Creative specialist during her time with us. Currently Virtudes serves as a NJ State Board Examiner.

**Gladys Colombo**

Learning Leader - Full Time

License # 32WB00166500

Gladys has been a teacher with Parisian for over 25 years. She is certified in Color, Haircutting, make up and Skin Care. She has also been a NJ State Board examiner for the last 15 years. Her main specialty is Skin Care. She has been with the skin care program since its inception in 1997 at Parisian. Currently Gladys teaches the skin care mentors who are in their second half of their program. She is a Final Phase expert.

**Eureka Figueroa**

Learning Leader - Full Time

License # 32WB00239900

Eureka teaches Creative 3 students and Final Phase. She is a color specialist and works hand in hand with the State Board prep classes as an examiner. Full of energy and life she has been teaching at Parisian since 2009. She loves what she does and couldn't see herself anywhere else.

**Tara Finley**

Learning Leader - Full Time

License # 32WB00203700

Tara is a licensed instructor in New Jersey and New York. She is also a NJ State Board examiner and licensed notary. Tara has been a learning leader at Parisian for 13 years. She has taught Core, Adaptive, Creative as well as Clinic floor leader. She has been the Education Leader for 4 years. Currently Tara is a level 4 cutting specialist, the Take Home mentor, a color and texture specialist. Tara still works in a salon and her passion is guest services and the clinic floor. She prepares all of her students for success as a stylist.

**Danielle Guadarrama**

Learning Leader - Full Time

License # 32WB00221900

Danielle is a licensed instructor for over 10 years. She has worked as a teacher and as a stylist with a specialty in color and cutting. Currently, Danielle works with the Creative 2 class preparing them for Final Phase and the completion of their Theory exam. Danielle has also taught Core and Adaptive classes.

**Denise Hanrahan**

Learning Leader - Full Time

License # 32WB00233300

Denise has 23 years of experience as a former salon owner and licensed hair dresser while working behind the chair. She is currently a texture specialist and Clinic floor leader where she teaches the Creative 1 class. She is a master with Guest Services and Professional Development.

**Ortencia Kapu**

Learning Leader - Full Time

License # 32WB00221000

Ortencia has been teaching for almost 10 years. She has taught Core, Adaptive and Creative in the Cosmetology program. Currently, Ortencia has found her passion in Skin Care and Make up and is a Specialist with this program. She is certified in Skin Care, Makeup and Color as a specialist.

**Rika LaMorte**

Learning Leader - Full Time

License # 32WB00216500

Rika has been our Education Specialist for 7 years. Rika found her passion for this industry in 2000. She has been with our school since 2004. She has taught all levels of our program in Cosmetology. She is a wizard at our curriculum and our schedules. Rika is also certified as a level 4 cutting specialist and a level 4 color specialist. She is responsible for the schools Teacher Training program and works weekly with these candidates to develop their skills. Rika is also the responsible liaison to the NJ State Board to register all of our students and graduates to take their licensing examination.

**Fran Lillo**

Learning Leader - Full Time

License # 32WB00166100

Fran has been a teacher for over 20 years. She has taught the Creative students while at Parisian. Currently, Fran is the schools' Future Professional Advisor and works with the Professional Development program. She can usually be found coaching and mentoring our future professionals to have a rewarding and successful career.

**Natalia Martinez**

Learning Leader - Full Time

License # 32WB00233200

Natalia has enjoyed being a stylist, a session artist, an instructor and now a clinic floor leader for several years. She loves the systems and knows how to teach them. She is a master at professional development and gives with her heart and soul to the evening school. She has been Brand leader, take home and sales mentor and Caper specialist for the past 3 years.

**Erma Mathis-Small**

Learning Leader - Full Time

License # 32WB00210200

A candidate for a Masters degree in Educational Psychology, Erma is currently our Core Leader, Texture Specialist leader, Student Council Mentor and Fundraising Chairperson. She is enthusiastic, energetic and committed to excellence in education. Erma is a truly a leader in education in every sense. She believes in what she is doing and does it with care, experience and amazing technical execution. Erma has been with Parisian since 2008.

**Vanessa Rutz**

Learning Leader - Full Time

License # 32WB00219900

Vanessa is a full time learning leader who specializes in Skin Care and Make up. She has been pursuing this passion since high school and continues to give every bit of energy to the Skin Care and Make Up industry. She has worked in hair salons and in spas to perfect her craft as an extraordinary Skin Care therapist. She teaches specialty make up to all Skin Care and Cosmetology programs. Vanessa also does Bridal make up and Hair as part of her professional resume.

**Johanna Zorilla**

Learning Leader - Full Time

License # 32WB00241300

Johanna has 19 years of experience as a stylist. She has been teaching for 6 years and is the lead cutting specialist, a color specialist and a texture specialist. She has taught all levels in the school and is currently the Adaptive 1 instructor. In the salon she holds a very active role as a working stylist and trainer. Ms. Johanna is a natural mentor and coach and is loved by all of her co-workers and future professionals alike.

**Cesar Deidan**

Learning Leader - Part Time

License # 32WB00229600

Cesar has been with Parisian for 8 years. He has taught at the Creative level. His specialties are Cutting and Color. Currently he is the Night school leader and helps to manage the operation of the Clinic and Classrooms along with the teaching of his beloved Creative class.

**Fernando Fernandez**

Learning Leader - Part Time

License # 32WB00173000

Fernando has been teaching at Parisian for over 15 years. He is a texture and color specialist. Currently Fernando teaches the Creative bi-lingual program. He is an expert at State Board execution and coaches all of his students to a successful licensure.



**Ester Matias**

Learning Leader - Part Time

License # 32WB00201100

Ester is an experienced Skin Care Therapist, Instructor, Massage Therapist and State Board Examiner.

Ester is currently overseeing Skin Care operations in the Evening school. She has trained her staff to be wonderful models of what the Skin Care and Spa industry need to succeed.

**Lizbeth Tapia**

Learning Leader - Part Time

License # 32WB00214400

Lizbeth has been a Stylist since 2000 and an Instructor since 2003. She has been a Paul Mitchell educator since 2003 and is committed to the excellence of John Paul Mitchell Systems. Lizbeth has had advanced training in many different areas. She specializes in styling, texture, color, education, business building and mentoring. She currently teaches Protégé at Parisian and has been the mentor for all JPMS functions and events. You can view Lizbeth's full bio on [www.LizbethTapia.com](http://www.LizbethTapia.com).