



2703 Capital Mall Drive SW, Olympia, WA 98502
(360) 481-6816

ANNUAL CAMPUS SAFETY & SECURITY REPORT, POLICIES, PROCEDURES, AND FIRE SAFETY REPORT

The purpose of this document is to inform student and employees about Fosbre Academy of Hair Design's safety and security policies and procedures. Under the Crime Awareness Campus Security Act of 1990, as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the school updates this report annually by contacting the local police department, using their suggested site neighborhoodscout.com, and maintaining an onsite campus security log to report any incidents. The following outlines the school's policy regarding crime, accident prevention, public safety, criminal and accident reporting procedures, fire safety, and procedures to follow if certain events were to arise. We always encourage students and staff to ask questions if anything is unclear, because their safety and security is our top priority. The students are given an updated copy of the report each year in October, posted to our website fosbre-academy.com, and is always accessible in the Fosbre Academy Admissions/Financial Aid Office. While we are required to provide all students and faculty with the following safety information about our campus, we also emphasize the need for them to always be vigilant and responsible for their safety and security while on campus.

This Annual Security Report has also been updated to reflect recent changes in crime reporting, policies and procedures required by the Violence Against Women Reauthorization Act of 2013 (VAWA) effective July 1, 2015. Fosbre Academy does not employ security professionals but does have a good working relationship with the Olympia police department who are able to support and provide services promptly in the event of an incident. We encourage accurate and prompt reporting of all crimes to the local police.

DEFINITION OF CAMPUS:

For the purposes of this report and informing students and staff how to report any campus crimes or accidents, the campus includes Fosbre Academy of Hair Design located at 2703 Capital Mall Drive Southwest Suite 101, Olympia WA 98502. This includes the entirety of the building as well as the parking lot leading up to the sidewalk next to Capital Mall Drive. The campus is considered private property and any crime or accident reports are limited to this space. Parking is also reserved for clientele so the wherever a student chooses to park near local businesses is done at their own risk.

CAMPUS SECURITY AUTHORITIES

Person/staff responsible: Owner and Administrative Staff are responsible the Campus Safety and Security Compliance
School Phone Number: 360.481.6816
Office Responsible: Fosbre Academy Office of Admissions and Financial Aid
Area Information is Located: Fosbre Academy Website/Paper copy provided each October and upon request.
Date of Last Updated: January 1st 2021
Policies & Procedures Update: January 1st 2021

Command Decision Team, (CDT) are responsible CDT Members consisting of:

Fosbre Academy Owner, Financial Aid Officer, Fosbre Academy Admissions Personnel, Administrative Staff, Front Desk Manager, and Instructional Staff.

CRIME AND ACCIDENT PREVENTION:

Fosbre Academy is committed to providing safety to all its students, faculty, and staff. It is stated in the student's orientation packet as well as in their enrollment contract that the once the student receives their "student kit" they are fully responsible for

said kit. Lockers are provided for students and the Academy does not assume any liability for stolen property. Students and staff are encouraged not to bring anything of significant value with them into the school such as expensive jewelry or large sums of money. If a crime happens or if there is an emergency occurring on campus, report the incident to one of the CDT members immediately. That individual will assist the student or guest in reporting the crime to the local police or other appropriate governing body. The school reserves the right to prosecute any student or staff member to the full extent of Washington State or United States Federal Law for any criminal violation committed on the school premises. As it is stated in the orientation materials and school catalog the school will take into consideration all the facts of any student who is accused of a crime on a case-by-case basis, up to and including taking witness statements from other students if applicable. Disciplinary action can range from suspension to termination from the program the student is enrolled in. Staff members are also subject to this range of disciplinary action.

Criminal violations may include but are not limited to:

- murder
- rape
- forcible sex offenses
- non-forceable sex offenses
- robbery/theft/embezzlement
- simple or aggravated assault
- unlawful consumption or possession of alcohol or other controlled/illegal substances
- hate crimes including larceny/theft, simple assault, intimidation, or vandalism
- Burglary (with evidence of both trespass and intent to commit a felony or theft
- Larceny is defined as the illegal taking and carrying away of personal property belonging to another person with the purpose of depriving the owner of its possession.

DRUG, ALCOHOL AND TOBACCO FREE CAMPUS

The Drug Prevention Policy and its effectiveness are reviewed yearly by Fosbre Academy. If changes are necessary, the new policy will be presented in written form to all students and staff and will be implemented from that point forward.

Fosbre Academy prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by faculty and students on the property or as part of any Fosbre Academy activities.

In some cases, conviction of drug-related offenses could result in the student's ineligibility of Title IV funding or admission to Fosbre Academy of Hair Design due to our contract to teach High School students through New Market Skills Center.

Fosbre Academy will expel students and terminate faculty involved in unlawful possession, use or distribution of illicit drugs and alcohol on Fosbre Academy premises and will refer such cases to the proper authorities for prosecution. As a condition of employment, faculty must notify Fosbre Academy of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

If an arrest for drug or alcohol related incidences occurs off site, the student/faculty is required to inform Fosbre Academy so Fosbre Academy can assist with providing resources to aid the student/faculty member. Faculty and students may be reinstated upon completion of an appropriate rehabilitation program, unless charged with a felony.

Fosbre Academy policy supports and enforces state underage drinking and illicit drug laws.

All students are given a copy of the drug, alcohol, and tobacco policy on the day of their enrollment to sign and be returned to the Admission/Financial Aid office. Staff will also be given a copy of the policy on their first day of work. Outright refusal to sign the document is likely to result in the student not being enrolled into the Academy or revoking the offer of employment to a new staff member.

The most up to date version of the drug, alcohol, and tobacco policy will always be available via the Academy website and hard copy in the Admissions office. See Attachment A for the full policy and Attachment B for Drug and Alcohol Abuse Prevention.

OTHER PREVENTATIVE MEASURES

Students/staff must keep their property securely locked in the designated areas in order to prevent theft.

Students/staff must make sure their vehicles are properly secured and that they are parked in allowable areas.

Students/staff must never remain alone within the facility after closing without prior approval. If approval is given doors must always remain locked and no unauthorized persons are allowed into the facility.

Hazardous conditions (faulty or broken equipment, water leaks, chemical spills, exposed electrical wiring) must be reported immediately to the Academy Owner or Operations Manager. Neither students nor staff should attempt to remedy the problem.

The Academy Owner or Operations Manager should handle such conditions with appropriate caution and experience. If unable to do so the appropriate professional or agencies must be notified immediately.

Staff/Students should handle all equipment and chemicals based on the manufacturer's directions. The Academy will not be responsible for accidents caused by the improper or negligent use of such items. Nor will the Academy be responsible for accidents resulting from the use of unauthorized equipment.

Damaged or dangerous structural issues must be reported to the Owner or Operations Manager immediately.

Students/staff with unusual or serious health conditions are encouraged to divulge such conditions upon admission or employment so any necessary arrangements can be made. This information will be kept strictly confidential.

CRIMINAL AND ACCIDENT REPORTING PROCEDURES

Fosbre Academy does not employ campus security, so all crimes or accidents need to be reported immediately to the owner or operations manager. The owner or operations manager will then contact the local authorities to report all crimes, so the issues are addressed in a timely manner. Victims and witnesses are also encouraged to report crimes individually but is left to their own discretion. The Academy will provide informational packets to students and employees about existing counseling, mental and physical health, victim advocacy, legal assistance, and other applicable assistance for victims within the community.

In the event of a Burglary or Robbery:

- Remain calm and agreeable with the individual(s) and do not attempt any heroic measures. Report to the Owner/Operations manager and/or the local police. When reporting provide the name and address of the school, give them your name, date and time of incident, and indicate if there are any injuries. Also indicate the number of individuals involved and any descriptive information.

In the event of Larceny:

- Remain calm and agreeable with the individual(s) involved. Do not attempt to determine guilt or innocence but report immediately to the Owner/Operations manager and/or the local police for investigation. When reporting give the name and address of the school, your name, date and time of incident, any injuries and give the names of those involved and any witnesses with descriptive information.

In the event of an accident:

- Report the event to the Owner/Operations manager. They will determine if help is needed and will call the appropriate agency. An accident report will be filled out including what happened, the cause, the names of those involved, the date, time, circumstances and statements from any witnesses.

VIOLENCE AGAINST WOMEN ACT (VAWA)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) was amended by the Violence Against Women Reauthorization Act of 2013 (VAWA). To require FOSBRE ACADEMY to report on the additional crime categories of Dating Violence, Domestic Violence and Stalking as part of our annual Clery Act crime statistics to the U.S. Department of Education and in this Annual Security Report. The VAWA amendments also require specific additional procedures for all victims of alleged VAWA crimes as well as primary prevention and awareness training for new students and faculty and ongoing prevention and awareness training for current students and faculty. This Annual Security Report has also been updated to reflect these recent changes in the law.

In 1994 Congress passed the Violence Against Women Act (VAWA) in recognition of the severity of crimes associated with domestic violence, sexual assault, and stalking. This Act emerged from the efforts of a broad, grassroots coalition of

advocates and survivors who informed the work of Congress. In the two decades prior to VAWA, a movement had grown within the United States to respond appropriately to violent crimes against women. Rape crisis centers and women's shelters were established in localities, and state and local laws had changed. However, the progress had been uneven around the country. VAWA was born out of the need for a national solution. This Act enhances the investigation and prosecution of violent crimes against women.

HOTLINES

National Domestic Violence Hotline	1-800-799-SAFE (7233)
National Sexual Assault Hotline	1-800-656-HOPE (4673)
National Teen Dating Abuse Hotline	1-800-334-9474

SEX OFFENSES

Please contact Olympia Police Department to report any sex offenses immediately. The seriousness of this offense makes it vital to preserve evidence for proof of the criminal offense. FOSBRE ACADEMY will provide assistance in any way possible. Information on counseling or referrals centers is released to faculty and students upon request. If a sex offense happens where both the accused and the accuser attend FOSBRE ACADEMY, both the accuser and the accused:

Are entitled to the same opportunities to have others present during a disciplinary proceeding and

Will be informed of FOSBRE ACADEMY's final determination of any FOSBRE ACADEMY disciplinary proceeding with respect to the alleged sex offense and any sanction that is imposed against the accused and the dismissal that may occur following a final determination of said proceedings regarding rape, acquaintance rape, or other forcible or non-forcible sex offenses.

FOSBRE ACADEMY will work with students to change a student's academic situation (i.e., allowing the student to take a leave of absence, allowing the student to enroll in a later program, etc.) If the change is requested by the victim and the change is reasonably available.

FOSBRE ACADEMY does not provide any programs on campus regarding sexual assault prevention. If students or faculty wishes to learn more about the prevention of sexual assault, contact the Police Department.

Individuals wishing to learn additional information about registered sex offenders may check website information for the www.OlympiaPolice.com.

INFORMATION FOR CRIME VICTIMS ABOUT DISCIPLINARY PROCEEDINGS

Information will be disclosed upon written request, to any alleged victim of any crime of violence or non-forcible sex offense, regarding the results of any disciplinary proceedings conducted by FOSBRE ACADEMY against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of the crime or offense, the information shall be provided upon request, to the next of kin of the alleged victim.

INFORMATION IN THE EVENT OF A GENERAL EMERGENCY:

EMERGENCY NOTIFICATION

An emergency notification is an immediate notification of an unforeseen combination of circumstances that calls for immediate action. The faculty has received training on how to handle a pending emergency and trained in the following Emergency Code.

CODES FOR AN EMERGENCY SITUATION

Code Lock Down: A lock down situation has occurred. Faculty, students and guests are to remain calm and do not leave FOSBRE ACADEMY.

Code Evacuate Front: Indicates a need to evacuate FOSBRE ACADEMY immediately and exit through a front entrance only.

Code Evacuate Back: Indicates a need to evacuate through the back entrance only.

Code Dangerous: Indicates a dangerous situation has occurred outside FOSBRE ACADEMY and no one is allowed to leave FOSBRE ACADEMY.

Code Hostage: A hostage, criminal or terrorist threat/ situation

EMERGENCY RESPONSE PROCEDURES

At the time of an urgent unanticipated event, CDT Members will assess the situation to determine the significance of an emergency. Without delay, the CDT will take into account the safety of its faculty, students, guests and community neighbors.

The CDT will identify/ determine the extent of the emergency and enact appropriate means of notifications. The CDT will respond by assisting any victims(s), respond to/or contain the emergency at hand and diffuse the dangerous situation if possible.

The CDT will determine the extent of information that needs to be released and will disseminate to faculty, students, and guests/ public as appropriate.

In the event of a dangerous situation and without delay, the CDT will assess the situation and will contact authorities or determine the course of action to protect the entire FOSBRE ACADEMY population. CDT will determine means of notification through but not limited to verbal communications, intercom broadcast system, cell 360:481.6816s, emails and text, social media, and signage to deliver emergency messages. If necessary, a member of the CDT will notify the radio and local television stations.

The verbal/written communication will include the type or types of emergency and steps for the emergency situation.

FOSBRE ACADEMY will provide the Fire Department and the Police Department with a floor plan of the building. The administration will also notify these agencies of any new construction, long-term functions or

any other events which may affect routing or access to the campus. In addition to floor plans, the Police Department, Fire Department, and other local emergency officials are encouraged to tour and walk through the campus regularly.

At least annually during student training, the faculty will conduct an announced or unannounced test. The test(s) are documented by dates, times, and whether the exercise was announced or unannounced. The results are publicized in the Emergency & Safety Book. The testing reminds faculty and students of procedures necessary for the security, safety, and crime prevention on and off campuses.

Annually Olympia Police Department will speak on practicing safety for faculty and students' members. Faculty and students complete a tour OF FOSBRE ACADEMY, locating fire extinguishers and exits. They are informed of what to do in case of an emergency.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Prior to Preparing For an Emergency

Emergency Kit:

FOSBRE ACADEMY does not supply the complete "BASIC EMERGENCY KIT" as listed below: While we have most of the items, we do not store food or water.

Make a communication plan:

FOSBRE ACADEMY communicates through verbal communications; intercom broadcast system, cell 360.481.6816s, emails and text, social media, and signage to deliver emergency messages. If necessary, a member of the CDT will notify the radio and local television stations to confirm significant emergency or dangerous situations involving immediate threats, to the health or safety of faculty and students occurring on the campus.

Basic Emergency Kit

A basic emergency supply kit could include the following recommended items:

Water, one gallon of water per person per day for at least three days, for drinking and sanitation
Food, at least a three-day supply of non-perishable food

Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert and extra batteries for both

Flashlight and extra batteries
First aid kit

Whistle to signal for help

Dust mask to help filter contaminated air. Plastic sheeting and duct tape to create a shelter, Moist towelettes, garbage bags and plastic ties for personal sanitation

Wrench or pliers to turn off utilities
Local maps

Evacuation Guidelines

There may be conditions under which you will decide to get away or there may be situations when you are ordered to leave.

Follow these guidelines for evacuation

- If you have a car, keep a full tank of gas in it if an evacuation seems likely.
- Keep a half tank of gas in it at all times in case of an unexpected need to evacuate. Gas stations may be closed during emergencies and unable to pump gas during power outages.
- Become familiar with alternate routes and other means of transportation out of your area.
- Leave early enough to avoid being trapped by severe weather.
- Follow recommended evacuation routes. Do not take shortcuts; they may be blocked.
- Be alert for road hazards such as washed-out roads or bridges and downed power lines.
- Do not drive into flooded areas.
- If you do not have a car, plan how you will leave if you have to. Make arrangements with family, friends or your local government.

If Time Allows

- Call or email your family.
- Secure FOSBRE ACADEMY by closing and locking doors.
- Unplug electrical equipment such as radios, televisions and small appliances. Leave freezers and refrigerators plugged in unless there is a risk of flooding. If there is damage to FOSBRE ACADEMY and you are instructed to do so, shut off water, gas and electricity before leaving.
- Leave a note telling others when you left and where you are going.
- Wear sturdy shoes and clothing that provides some protection such as long pants, long-sleeved shirts and a cap.

In Case Of Serious Accident or Illness

Call 9-1-1

Do not move sick or injured person(s).

Be careful to avoid personal contact with any body fluids such as blood, vomit, or saliva. Stay with the victim and reassure her/him that help is on the way.

Power Failure

Remain calm

Do not move

Await instructions from CDT

If instructed to evacuate, use designated emergency exits ONLY.

CRIME STATISTICS

Campus Security Act Information Disclosure - Under the Crime Awareness Campus Security Act of 1990, as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), we are required to provide the student with the following safety information about our campus. This Annual Security Report has also been updated to reflect recent changes in crime reporting, policies and procedures required by the Violence Against Women Reauthorization Act of 2013(VAWA).

FOSBRE ACADEMY is committed to providing a violence-free campus.

Student disclosure of Annual Crime Statistics - FOSBRE ACADEMY agrees to comply and provide all faculty and students a copy of the campus security report at the beginning of each calendar year and to all prospective students' enrolling at FOSBRE ACADEMY. The report will include the previous calendar year statistics to comply with the consumer reporting requirement of the most recent 3 completed calendar ~~years~~

Statistics will be gathered from the Olympia Police Department/daily crime logs and compiled in the disclosure.

These same statistics will be entered into our annual security report and entered on the Web-based data collection prior to October 31st of each year.

CRIME LOG REPORT AND CLERY ACT ANNUAL SECURITY REPORT STATISTICS

SEE ANNUAL SECURITY REPORT IN *APPENDIX L*

***Fosbre Academy had a good faith obligation to comply with changes made by VAWA prior to issuance of the final rule.**

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FOSBRE ACADEMY'S & WASHINGTON STATE'S REQUIREMENTS

SEXUAL HARASSMENT AND VIOLENCE POLICY SUMMARY

The Clery Act, as amended by VAWA, requires FOSBRE ACADEMY to include crimes of domestic violence, dating violence and stalking in its annual crime statistics according to the federal definitions in this report. VAWA also requires FOSBRE ACADEMY to provide the definitions of dating violence, domestic violence, stalking and consent under Washington State law. Those definitions are listed below:

STATE LAW DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND CONSENT

Partners and family members include parents, children, and siblings related by blood, marriage, or adoption; spouses, former spouses, people who have children together, and people of the opposite sex who are dating or who have dated.

Partner or Family Member Assault

In Washington State, a person commits the crime of partner or family member assault (also called domestic violence) by

- causing bodily injury
- negligently causing bodily injury with a weapon, or
- creating reasonable apprehension of bodily injury against a partner or family member.

People act negligently when they fail to be aware of or consider the risk their behavior poses to others. Negligent behavior is always a gross departure from how a reasonable person would act. For example, firing a gun inside your house and hitting your boyfriend would be negligent and would be considered domestic violence. Other examples of domestic violence include hitting your child and threatening to hit your wife if the threat creates a reasonable fear of injury.

This policy also addresses sexual harassment, which **is** defined as 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 harassment includes sexual violence (see definition below). FOSBRE ACADEMY will respond to reports of any such conduct in accordance with this policy.

Sexual harassment may include incidents between any members of the FOSBRE ACADEMY community, including faculty or other staff, student employees, students, coaches, interns, and non-student or non- employee participants in programs (e.g., vendors, contractors, visitors). Sexual harassment may occur in hierarchical relationships between peers, or between individuals of the same sex or opposite sex. To determine whether the reported conduct constitutes sexual harassment, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred. Harassment of one student by another student is defined as unwelcome conduct of a sexual nature that is so severe and or/pervasive, and objectively offensive, and that is so substantially impairs a person's access to Fosbre Academy programs or activities that the person is effectively denied equal access to Fosbre Academy resources and opportunities

FOSBRE ACADEMY is committed to creating and maintaining a community where all individuals who participate in its programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation. Every member of the community should be aware that the FOSBRE ACADEMY prohibits sexual harassment and sexual violence, and that such behavior violates both law and FOSBRE ACADEMY policy. The FOSBRE ACADEMY will respond promptly and effectively to reports of sexual harassment and sexual violence, and will take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this policy. This policy applies to all employees and students. This policy furthers the FOSBRE ACADEMY's commitment to compliance with the law.

I. POLICY TEXT

A. General

FOSBRE ACADEMY prohibits sexual harassment and sexual violence. Such behavior violates both law and FOSBRE ACADEMY policy. The FOSBRE ACADEMY will respond promptly and effectively to reports of sexual harassment and sexual violence and will take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this policy.

B. Prohibited Acts

This policy prohibits sexual harassment and sexual violence as defined in this policy. Conduct by an employee that is sexual harassment or sexual violence in violation of this policy is considered to be outside the course and scope of employment.

C. Consensual Relationships

This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of FOSBRE ACADEMY community are not subject to this policy.

D. Gender Identity, Gender Expression, or Sexual Orientation Discrimination

Harassment that is not sexual in nature but is based on gender, gender identity, gender expression, sex- or gender-stereotyping, or sexual orientation also is prohibited by the FOSBRE ACADEMY's nondiscrimination policy if it denies or limits a person's ability to participate in or benefit from the FOSBRE ACADEMY's educational programs, employment, or services. While discrimination based on these factors may be distinguished from sexual harassment, these types of discrimination may contribute to the creation of a hostile work or academic environment. Thus, in determining whether a hostile environment due to sexual harassment exists, the FOSBRE ACADEMY may take into account acts of discrimination based on gender, , gender expression, sex- or gender- stereotyping, or sexual orientation.

This policy prohibits retaliation against a person who reports sexual harassment or sexual violence, assists someone with a report of sexual harassment or sexual violence, or participates in any manner in an investigation or resolution of a sexual harassment or sexual violence report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

F. Dissemination of the Policy, Educational Programs, and Employee Training

As part of the FOSBRE ACADEMY's commitment to providing a working and learning environment free from sexual harassment and sexual violence, this policy shall be disseminated widely to the FOSBRE ACADEMY community through publications, websites, new employee orientations, student orientations, and other appropriate channels of communication. The FOSBRE ACADEMY, makes preventive educational materials available to all members of the community to promote compliance with this policy and familiarity with FOSBRE ACADEMY procedures. The FOSBRE ACADEMY has designated an employee responsible for reporting sexual harassment and sexual violence and makes available prevention training to designated employees. The School's Title IX Coordinator is: Jana Leicht

In addition, the School provides annual training to the Title IX Coordinator and all staff involved as investigators and hearing officers in sexual harassment and sexual violence disciplinary procedures.

G.. Reporting Sexual Harassment or Sexual Violence

Any member of the FOSBRE ACADEMY community may report conduct that may constitute sexual harassment or sexual violence to any supervisor, manager, or Title IX Coordinator. Supervisors, managers, and other designated employees are

responsible for promptly forwarding such reports to the Title IX Coordinator to review and investigate sexual harassment and sexual violence complaints. Any manager, supervisor, or designated employee responsible for reporting or responding to sexual harassment or sexual violence who knew about the incident and took no action to stop it or failed to report the prohibited act may be subject to disciplinary action.

The Fosbre Academy has designated the Title IX Coordinator as the person to whom members of the Fosbre Academy community can consult for advice and information regarding making a report of sexual harassment or sexual violence. Requests regarding the confidentiality of reports of sexual harassment or sexual violence will be considered in determining an appropriate Fosbre Academy response; however, such requests will be considered in the dual contexts of the FOSBRE ACADEMY's obligation to ensure a working and learning environment free from sexual harassment and sexual violence and the rights of the accused to be informed of the allegations and their source. Also, an individual may file a complaint or grievance alleging sexual harassment or sexual violence under the FOSBRE ACADEMY's grievance procedure.

H. Response to Reports of Sexual Harassment or Sexual Violence

The FOSBRE ACADEMY shall provide prompt and effective response to reports of sexual harassment or sexual violence, which may include early resolution, formal investigation and/or targeted prevention training or educational programs.

If an individual reports to the Fosbre Academy that the individual has been a victim of domestic violence, dating violence, sexual assault, or stalking, s/he shall be provided with a written explanation of the individual's rights and options whether the offense occurred on- or off-campus.

Upon a finding of sexual harassment or sexual violence, the FOSBRE ACADEMY may offer remedies to the individual or individuals harmed by the harassment and/or violence consistent with applicable complaint resolution and grievance procedures. Such remedies may include counseling, an opportunity to repeat course work without penalty, changes to student housing assignments, or other appropriate interventions, such as changes in academic, living, transportation, or working situations.

Any member of the FOSBRE ACADEMY community who is found to have engaged in sexual harassment or sexual violence is subject to disciplinary action including dismissal in accordance with the applicable FOSBRE ACADEMY disciplinary procedure or other FOSBRE ACADEMY policy. Generally, disciplinary action will be recommended when the conduct is sufficiently severe, persistent, or pervasive that it alters the conditions of employment or limits the opportunity to participate in or benefit from educational programs.

III. PROCEDURES

A. FOSBRE ACADEMY Responsibilities

In accordance with state and federal law, the FOSBRE ACADEMY shall:

Offer sexual harassment prevention training and education to the FOSBRE ACADEMY community, and provide sexual harassment prevention training and education to each supervisory employee;

Offer prevention education programs to all incoming students and new employees, and ongoing prevention and awareness campaigns to the FOSBRE ACADEMY community, to promote awareness of rape and acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, including the definition of consent, options for bystander intervention, and risk reduction awareness information;

Offer annual training on issues related to sexual violence, as defined in this policy for individuals conducting formal investigations of reports or conducting hearings;

Provide all members of the School community with a process for reporting sexual harassment or sexual violence in accordance with the policy;

Identify on- and off-campus resources for reporting sexual harassment or sexual violence, including law enforcement, medical, and victim support services;

Provide prompt and effective response to reports of sexual harassment, sexual violence, or reports of retaliation related to reports of sexual harassment or sexual violence in accordance with the policy;

Provide written notification of this policy; and

Designate trained individuals, including, or other than, the Title IX Coordinator, to serve as resources for members of the School community who have questions or concerns regarding behavior that may be sexual harassment or sexual violence.

Title IX Coordinator

The School has designated a single Title IX Coordinator: Jana Leicht

The responsibilities of the Title IX Coordinator include, but may not be limited to, the duties listed below:

- Coordinate with other responsible units to ensure that local sexual harassment and sexual violence prevention education and training programs are offered and provided as required by the policy
- Disseminate the policy widely to the School community;
- Provide educational materials to promote compliance with the policy and familiarity with local reporting procedures;
- Train School employees responsible for reporting or responding to reports of sexual harassment;
- Provide prompt and effective response to reports of sexual harassment or sexual violence in accordance with the policy;
- Maintain records of reports of sexual harassment and sexual violence at the School and actions taken in response to reports, including records of investigations, voluntary resolutions, and disciplinary action, as appropriate; and
- Identify and address any patterns or systemic problems that arise during the review of sexual harassment and sexual violence complaints.

B. Procedures for Reporting and Responding to Reports of Sexual Harassment or Sexual Violence

All members of the School community are encouraged to contact the Title IX Coordinator if they observe or encounter conduct that may be subject to this policy. This includes conduct by employees, students, or third parties. Reports of sexual harassment or sexual violence may be brought to the Title IX Coordinator, or to any manager, supervisor, or other designated employee responsible for responding to reports of sexual harassment or sexual violence. If the person to whom harassment normally would be reported is the individual accused of harassment, reports may be made to another manager, supervisor, or designated employee. Managers, supervisors, and designated employees are required to notify the Title IX Coordinator or other appropriate official designated to review and investigate sexual harassment complaints when a report is received.

Reports of sexual harassment or sexual violence should be brought forward as soon as possible after the alleged conduct occurs. While there is no stated timeframe for reporting, prompt reporting will better enable the School to respond to the report, determine the issues, and provide an appropriate remedy and/or action. All incidents should be reported even if a significant amount of time has passed. However, delaying a report may impede the FOSBRE ACADEMY's ability to conduct an investigation and/or to take appropriate remedial actions.

1. Required Notifications For Reports of Sexual Violence

The School will provide a written explanation of available rights and options, including procedures to follow, when the School receives a report that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on- or off-campus or in connection with any school program. The written information shall include:

- (a) to whom the alleged offense should be reported;
- (b) options for reporting to law enforcement and campus authorities, including the option to notify local or on-campus law enforcement authorities; the right to be assisted by campus authorities in notifying law enforcement authorities if the complainant so chooses and the right to decline to notify such authorities;
- (c) the rights of complainants regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts and the School's responsibilities regarding such orders;

- (d) the importance of preserving evidence as may be necessary to prove criminal domestic violence, dating violence, sexual assault, or stalking, or to obtain a protection order;
- (e) existing campus and community services available for victims including counseling, health, mental health, victim advocacy, legal assistance, and other services;
- (f) options for, and available assistance to, change academic, living, transportation, and working situations, if requested by the complainant and if reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement;
- (g) Any applicable procedures for institutional disciplinary action.

2 Options for Resolution

Individuals reporting sexual harassment or sexual violence shall be informed about options for resolving potential violations of the policy. These options shall include procedures for Early Resolution, procedures for Formal Investigation, and filing complaints or grievances under applicable School complaint resolution or grievance procedures. Individuals making reports also shall be informed about policies applying to confidentiality of reports under this policy. The School shall respond to the greatest extent possible to reports of sexual harassment and sexual violence brought anonymously or brought by third parties not directly involved in the asserted offenses. However, the response to such reports may be limited if information contained in the report cannot be verified by independent facts.

Individuals reporting sexual harassment and sexual violence shall be informed about the range of possible outcomes of the report, including interim protections, remedies for the individual harmed by the incident, and disciplinary actions that might be taken against the accused as a result of the report, including information about the procedures leading to such outcomes.

An individual who is subjected to retaliation (e.g., threats, intimidation, reprisals, or adverse employment or educational actions) for having made a report of sexual harassment or sexual violence in good faith, who assisted someone with a report of sexual harassment or sexual violence, or who participated in any manner in an investigation or resolution of a report of sexual harassment or sexual violence, may make a report of retaliation under these procedures. The report of retaliation shall be subject to the procedures herein.

3 Procedures for Early Resolution

The goal of Early Resolution is to resolve concerns at the earliest stage possible with the cooperation of all parties involved. The School utilizes Early Resolution options when the parties desire to resolve the situation cooperatively and/or when a Formal Investigation is not likely to lead to a satisfactory outcome. Participation in the Early Resolution process is voluntary. Early Resolution may include an inquiry into the facts, but typically does not include a formal investigation. Means for Early Resolution shall be flexible and encompass a full range of possible appropriate outcomes. Early Resolution includes options such as mediating an agreement between the parties, separating the parties, referring the parties to counseling programs, negotiating an agreement for disciplinary action, conducting targeted preventive educational and training programs, or providing remedies for the individual harmed by the offense. Early Resolution also includes options such as discussions with the parties, making recommendations for resolution, and conducting a follow-up review after a period of time to assure that the resolution has been implemented effectively.

Early Resolution may be appropriate for responding to anonymous reports and/or third party reports. Steps taken to encourage Early Resolution and agreements reached through Early Resolution efforts should be documented.

While the School encourages Early Resolution of a complaint, the School does not require that parties participate in Early Resolution prior to the School's decision to initiate a Formal Investigation. Some reports of sexual harassment or sexual violence may not be appropriate for mediation but may require a Formal Investigation at the discretion of the Title IX Coordinator or other appropriate official designated to review and investigate sexual harassment complaints. The FOSBRE ACADEMY will not compel a complainant to engage in mediation. Mediation, even if voluntary, may not be used in cases involving sexual violence.

4 Procedures for Formal Investigation

In cases where Early Resolution is inappropriate or in cases where Early Resolution is unsuccessful, the School may conduct a Formal Investigation. In such cases, the individual making the report may be encouraged to file a written request for Formal Investigation. The wishes of the individual making the request shall be considered, but are not determinative, in the decision to

initiate a Formal Investigation of a report of sexual harassment or sexual violence. In cases where there is no written request, the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment complaints, potentially in consultation with the administration, may initiate a Formal Investigation after making a preliminary inquiry into the facts.

In cases where a complainant states he or she does not want to pursue a Formal Investigation, the Title IX Coordinator should inform the complainant that the ability to investigate may be limited. When determining whether to go forward with a Formal Investigation, the Title IX Coordinator may consider: 1) the seriousness of the allegation, 2) in the case of a student complainant, the age of the student, 3) whether there have been other complaints or reports against the accused, and 4) the rights of the accused individual to receive information about the complainant and the allegations if formal proceedings with sanctions may result from the investigation. Even if a complainant does not want to pursue an investigation, under some circumstances, the Title IX Coordinator may have an obligation to investigate a complaint, such as when there is a risk to the campus community if the accused remains on campus. The complainant should be made aware of this independent obligation to investigate the complaint.

(a) In order to provide a prompt, fair, and impartial investigation and resolution, any Formal Investigation of reports of sexual harassment and/or sexual violence shall incorporate the following standards:

i The individual(s) accused of conduct violating the policy shall be provided a copy of the written request for Formal Investigation or otherwise given a full and complete written statement of the allegations, and a copy of the policy; and

ii The individual(s) conducting the investigation shall be familiar with the policy, have training or experience in conducting investigations, and as relevant to the investigation, be familiar with policies and procedures specific to students, staff, faculty, and visitors. For cases involving allegations of sexual violence, the individual(s) conducting the investigation must receive annual training on issues related to sexual violence. Such training includes how to conduct an investigation that protects the safety of the complainants and promotes accountability.

(b) If the alleged conduct is also the subject of a criminal investigation, the campus may not wait for the conclusion of the criminal investigation to begin an investigation pursuant to this policy. However, a campus may need to coordinate its fact-finding efforts with the police investigation. Once notified that the police department has completed its gathering of evidence (not the ultimate outcome of the investigation or the filing of any criminal charges), the campus must promptly resume and complete its fact-finding for the sexual harassment or sexual violence investigation.

• The investigation generally shall include interviews with the parties if available, interviews with other witnesses as needed, and a review of relevant documents as appropriate. Disclosure of facts to parties and witnesses shall be limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation shall be advised that maintaining confidentiality is essential to protect the integrity of the investigation.

(c) The investigator shall apply a preponderance of evidence standard to determine whether there has been a violation of this policy.

(d) Upon request, the complainant and the accused may each have a representative present when he or she is interviewed, and at any subsequent proceeding or related meeting. Other witnesses may have a representative present at the discretion of the investigator or as required by applicable School policy or collective bargaining agreement.

(e) At any time during the investigation, the investigator may recommend that interim protections or remedies for the parties or witnesses be provided by appropriate School officials. These protections or remedies may include separating the parties, placing limitations on contact between the parties, or making alternative working or student housing arrangements. Failure to comply with the terms of interim protections may be considered a separate violation of this policy.

(f) The investigation shall be completed as promptly as possible and in most cases within 60 working days of the date the request for formal investigation was filed. This deadline may be extended on approval by a designated School official.

(g) Generally, an investigation results in a written report that at a minimum includes a statement of the allegations and issues, the positions of the parties, a summary of the evidence, findings of fact, and a determination by the investigator

whether this policy has been violated. The report also may contain a recommendation for actions to resolve the complaint, including preventive educational programs, remedies for the complainant, and a referral to disciplinary procedures as appropriate. The report is submitted to a designated School official with authority to implement the actions necessary to resolve the complaint. The report may be used as evidence in other related procedures, such as subsequent complaints, grievances and/or disciplinary actions.

(h) The complainant shall be informed if there were findings made that the policy was or was not violated and of actions taken to resolve the complaint, if any, that are directly related to the complainant, such as an order that the accused not contact the complainant. In accordance with FOSBRE ACADEMY policies protecting individuals' privacy, the complainant may generally be notified that the matter has been referred for disciplinary action, but shall not be informed of the details of the recommended disciplinary action without the consent of the accused, consistent with this policy.

(i) The complainant and the accused may request a copy of the investigative report pursuant to Fosbre Academy's policy governing privacy and access to personal information. However, in accordance with school policy, the report shall be redacted to protect the privacy of personal and confidential information regarding all individuals other than the individual requesting the report.

(j) At the conclusion of any disciplinary proceeding arising from an allegation of domestic violence, dating violence, sexual assault or stalking, the complainant and the accused will be simultaneously informed in writing of:

- i The outcome of any school disciplinary proceeding;
- i The school's procedures for appealing the results of the proceeding;
- ii Any change to the results that occur prior to the time that such results become final; and
- iv. When results become final.

C. Complaints or Grievances Involving Allegations of Sexual Harassment or Sexual Violence

An individual who believes he or she has been subjected to sexual harassment or sexual violence may file a complaint or grievance pursuant to the applicable complaint resolution or grievance procedure listed in *Appendix I: Fosbre Academy Complaint Resolution and Grievance Procedures*. Such complaint or grievance may be filed either instead of or in addition to making a report of sexual harassment to the Title IX Coordinator or other appropriate official designated to review and investigate sexual harassment and sexual violence complaints under this policy. A complaint or grievance alleging sexual harassment or sexual violence must meet all the requirements under the applicable complaint resolution or grievance procedure, including time limits for filing.

If a complaint or grievance alleging sexual harassment or sexual violence is filed in addition to a report made to the Title IX Coordinator or other appropriate official designated to review and investigate sexual harassment complaints under this policy, the complaint or grievance shall be held in abeyance subject to the requirements of any applicable complaint resolution or grievance procedure, pending the outcome of the Early Resolution or Formal Investigation procedures. If the individual wishes to proceed with the complaint or grievance, the Early Resolution or Formal Investigation shall constitute the first step or steps of the applicable complaint resolution or grievance procedure.

An individual who has made a report of sexual harassment or sexual violence also may file a complaint or grievance alleging that the actions taken in response to the report of sexual harassment or sexual violence did not follow policy. Such a complaint or grievance may not be filed to address a disciplinary sanction imposed upon the accused. Any complaint or grievance regarding the resolution of a report of sexual harassment or sexual violence must be filed in a timely manner. The time period for filing begins on the date the individual was notified of the outcome of the sexual harassment or sexual violence investigation or other resolution process pursuant to this policy, and/or of the actions taken by the administration in response to the report of sexual harassment or sexual violence, whichever is later.

D. Remedies and Referral to Disciplinary Procedures

Findings of policy violations may be considered to determine remedies for individuals harmed by the sexual harassment or sexual violence and shall be referred to applicable disciplinary procedures. Procedures under this policy shall be coordinated

with applicable local complaint resolution, grievance, and disciplinary procedures to avoid duplication in the fact-finding process whenever possible. Violations of the policy may include engaging in sexual harassment or sexual violence, retaliating against a complainant reporting sexual harassment or sexual violence, or violating interim protections. Investigative reports made pursuant to this policy may be used as evidence in subsequent complaint resolution, grievance, and disciplinary proceedings as permitted by the applicable procedures.

E Privacy

The School shall protect the privacy of individuals involved in a report of sexual harassment or sexual violence to the extent permitted by law and FOSBRE ACADEMY policy. A report of sexual harassment or sexual violence may result in the gathering of extremely sensitive information about individuals in the FOSBRE ACADEMY community. While such information is considered confidential, School policy regarding access to public records and disclosure of personal information may require disclosure of certain information concerning a report of sexual harassment or sexual violence. In such cases, every effort shall be made to redact the records in order to protect the privacy of individuals. An individual who has made a report of sexual harassment or sexual violence may be advised of sanctions imposed against

individual needs to be aware of the sanction in order for it to be fully effective (such as restrictions on communication or contact with the individual who made the report). In addition, when the offense involves a crime of violence or a non-forcible sex offense, the Family Educational Rights and Privacy Act permits disclosure to the complainant the final results of a disciplinary proceeding against the alleged accused, regardless of whether the School concluded that a violation was committed. Information regarding disciplinary action taken against the accused shall not be disclosed without the accused consent, unless permitted by law as noted above, or unless it is necessary to ensure compliance with the action or the safety of individuals.

F. Confidentiality of Reports of Sexual Harassment and Sexual Violence

The School does not employ professional or pastoral counselors. The FOSBRE ACADEMY notifies the School community that the Title IX Coordinator, managers, supervisors, and other designated employees have an obligation to respond to reports of sexual harassment or sexual violence, even if the individual making the report requests that no action be taken. An individual's requests regarding the confidentiality of reports of sexual harassment or sexual violence will be considered in determining an appropriate response; however, such requests will be considered in the dual contexts of the School's legal obligation to ensure a working and learning environment free from sexual harassment and sexual violence and the due process rights of the accused to be informed of the allegations and their source. Some level of disclosure may be necessary to ensure a complete and fair investigation, although the School will comply with requests for confidentiality to the extent possible.

G. Retention of Records Regarding Reports of Sexual Harassment and Sexual Violence

The office of the Title IX Coordinator is responsible for maintaining records relating to sexual harassment and sexual violence reports, investigations, and resolutions. Records shall be maintained in accordance with the School's records policies. All records pertaining to pending litigation or a request for records shall be maintained in accordance with instructions from legal counsel.

STATISTICS FROM LOCAL LAW ENFORCEMENT AGENCIES

FOSBRE ACADEMY does not employ security officers, but does have a direct working relationship with the Olympia Police Department. Olympia Police Department provides prompt service and are able to support FOSBRE ACADEMY with any crime issues. We encourage accurate and prompt reporting of all crimes to the Olympia Police Department.

If for inclusion in the annual disclosure of crime statistics a student would like to report a crime on a voluntary, confidential basis they can do so through the CDT.

Annually, FOSBRE ACADEMY collects and reviews crime statistics from:

FOSBRE ACADEMY's Crime Log

Police Department

State Police

UNIFORM CRIME REPORTS

The Uniform Crime Reporting (UCR) Program has been the starting place for law enforcement executives, students of criminal justice, researchers, members of the media, and the public at large seeking information on crime in the nation. The program was conceived in 1929 by the International Association of Chiefs of Police to meet the need for reliable uniform crime statistics for the nation. In 1930, the FBI was tasked with collecting, publishing, and archiving those statistics.

FBI- Federal Bureau of Investigation

THE DAILY CRIME LOG

FOSBRE ACADEMY updates and keeps the Daily Crime Log in the Emergency Procedures and Evacuation Binder. The binder is kept in the back office for all CDT members and the public to access. The CDT team maintains the log.

The report at a minimum denotes the nature of the crime, date and time when the crime occurred, the general location of the crime and the disposition of the complaint, if known.

Disposition is defined as, "pending", "judicial", "referral" or "criminal arrest". Sample

DAILY CRIME LOG					
Nature	Reported by:	Date/Time Reported	ime/Time Occurred	GeneralLocation	Disposition

CRIME STATISTICS

Campus Security Act Information Disclosure - Under the Crime Awareness Campus Security Act of 1990, as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), we are required to provide the student with the following safety information about our campus. This Annual Security Report has also been updated to reflect recent changes in crime reporting, policies and procedures required by the Violence Against Women Reauthorization Act of 2013(VAWA).

FOSBRE ACADEMY is committed to providing a violence-free campus.

Student disclosure of Annual Crime Statistics - FOSBRE ACADEMY agrees to comply and provide all faculty and students a copy of the campus security report at the beginning of each calendar year and to all prospective students' enrolling at FOSBRE ACADEMY. The report will include the previous calendar year statistics to comply with the consumer reporting requirement of the most recent 3 completed calendar ~~years~~

Statistics will be gathered from the Olympia Police Department/daily crime logs and compiled in the disclosure.

These same statistics will be entered into our annual security report and entered on the Web-based data collection prior to October **31st** of each year.

CRIME LOG REPORT AND CLERY ACT ANNUAL SECURITY REPORT STATISTICS

SEE ANNUAL SECURITY REPORT IN [ATTACHMENT C](#)

*Fosbre Academy had a good faith obligation to comply with changes made by VAWA prior to issuance of the final rule.

CRIME DEFINITIONS

The definitions listed below are used by FOSBRE ACADEMY to classify the criminal offenses listed in the above reported statistics:

Advisor: Any individual who provides the accuser or accused support, guidance, or advice

Aggravated Assault/Battery: An unlawful attack by one person upon another for the purpose of inflicting severe or substantial bodily injury. This type of assault may be accompanied by the use of a weapon or other means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed).

Arson: Any willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle, aircraft, personal property of another, etc.

Awareness programs: Community-wide or audience specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration

Burglary: The unlawful entry of a structure to commit a felony or theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Bystander intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking Bystander intervention includes:

- Recognizing situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene

Criminal Homicide-- Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another. Negligent manslaughter: The killing of another person through gross negligence. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition -

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Destruction, Damage Or Vandalism To Property: To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Domestic Violence: A felony or misdemeanor crime of violence committed (A) by a current or former spouse or intimate partner of the victim; (B) by a person with whom the victim shares a child in common, (C) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner, (D) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (E) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Law Violation: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violation of state and local laws relating to unlawfully possessing, selling, using, growing, manufacturing and making narcotic drugs.

Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Hate Crimes: A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-Theft (except for motor vehicle theft): The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Attempted larcenies are included.

Liquor Law Violation: The violation of State or local laws or ordinances prohibiting the manufacturing, selling, purchasing, transporting, possessing or use of alcoholic beverages, not including driving under the influence and drunkenness.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. For reporting purposes, this crime includes all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.

Ongoing prevention and awareness campaigns: Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution

Primary prevention programs: Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe direction.

Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking: Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs. And informed by research or assessed for value, effectiveness, or outcome; and Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Prompt, fair, and impartial proceeding: A proceeding that is completed within reasonably prompt timeframes designated by an institution's policy, including a process that allows for the extension of timeframes for good cause and with written notice to the accuser and the accused of the delay and the reason for the delay; Conducted in a manner that:

- Is consistent with the institution's policies and transparent to the accuser and accused;
- Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
- Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and
- Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Result: Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution

Risk reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence

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

Sexual Assault: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

8. Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

C. Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent. **Sexual Assault:** An offense that meets the definition of rape, fondling, incest or statutory rape as contained herein. Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is certainly not limited to, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.

Sexual Violence: Any physical sexual acts engaged 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.

Simple Assault/Battery: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) Fear for the person's safety or the safety of others; or (B) Suffer substantial emotional distress. For the purposes of this definition - (A) *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's Property, (B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim, and (C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Weapon Law Violation: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, and other deadly weapons.

EMERGENCY AND ACCIDENT PROCEDURES:

TIMELY WARNING

In the event that a situation arises, or a crime occurs, either on or off campus, that, in the judgment of the Command Decision Team (CDT), constitutes a threat to students and employees, a campus wide "timely warning" will be issued. The warning will be issued through Fosbre Academy by either, verbal communications, intercom broadcast system, cell phones, email, text, social media, and signage to staff, students and guests. If the situation or crime occurs on campus and represents an immediate threat to the health of safety of students or employees, the institution will follow the Emergency Notification procedures contained in this report in lieu of the Timely Warning procedures.

Anyone with information warranting a timely warning should report the circumstances to the CDT, by 360.481.6816 or in person at 2703 Capital Mall Drive SW Olympia WA 98502

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Prior to Preparing for an Emergency

Emergency Kit:

FOSBRE ACADEMY does not supply the complete "BASIC EMERGENCY KIT" as listed below: While we have most of the items, we do not store food or water.

Make a communication plan:

FOSBRE ACADEMY communicates through verbal communications; intercom broadcast system, cell 360.481.6816s, emails and text, social media, and signage to deliver emergency messages. If necessary, a member of the CDT will notify the radio and local television stations to confirm significant emergency or dangerous situations involving immediate threats, to the health or safety of faculty and students occurring on the campus.

BASIC EMERGENCY KIT

A basic emergency supply kit could include the following recommended items:

Water, one gallon of water per person per day for at least three days, for drinking and sanitation
Food, at least a three-day supply of non-perishable food

Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert and extra batteries for both

Flashlight and extra batteries
First aid kit

Whistle to signal for help

Dust mask to help filter contaminated air. Plastic sheeting and duct tape to create a shelter,

Moist towelettes, garbage bags and plastic ties for personal sanitation

Wrench or pliers to turn off utilities

Local maps

EVACUATION GUIDELINES

There may be conditions under which you will decide to get away or there may be situations when you are ordered to leave.

Follow these guidelines for evacuation

- If you have a car, keep a full tank of gas in it if an evacuation seems likely.
- Keep a half tank of gas in it at all times in case of an unexpected need to evacuate. Gas stations may be closed during emergencies and unable to pump gas during power outages.
- Become familiar with alternate routes and other means of transportation out of your area.
- Leave early enough to avoid being trapped by severe weather.
- Follow recommended evacuation routes. Do not take shortcuts; they may be blocked.
- Be alert for road hazards such as washed-out roads or bridges and downed power lines.
- Do not drive into flooded areas.
- If you do not have a car, plan how you will leave if you have to. Make arrangements with family, friends or your local government.

If Time Allows

- Call or email your family.

- Secure FOSBRE ACADEMY by closing and locking doors.
- Unplug electrical equipment such as radios, televisions and small appliances. Leave freezers and refrigerators plugged in unless there is a risk of flooding. If there is damage to FOSBRE ACADEMY and you are instructed to do so, shut off water, gas and electricity before leaving.
- Leave a note telling others when you left and where you are going.
- Wear sturdy shoes and clothing that provides some protection such as long pants, long-sleeved shirts & a cap.

IN CASE OF SERIOUS ACCIDENT OR ILLNESS

Call 9-1-1

Do not move sick or injured person(s).

Be careful to avoid personal contact with any body fluids such as blood, vomit, or saliva. Stay with the victim and reassure her/him that help is on the way.

POWER FAILURE

Remain calm

Do not move

Await instructions from CDT

If instructed to evacuate, use designated emergency exits ONLY.

EMERGENCY PREPAREDNESS AND SUPPORT

List of housing resources: Homeless Shelters, Supportive Housing, Halfway Housing, Transitional Housing, Day Shelters, Low Income Housing, Residential Alcohol and Drug Treatment Centers.

We have listed the shelters and low-cost housing services in Thurston County. This list has homeless shelters, halfway houses, affordable housing, etc. The database consists of emergency shelters, homeless shelters, day shelters, transitional housing, shared housing, residential drug and alcohol rehabilitation programs and permanent affordable housing.

SAFE PLACE is the only shelter for battered women and children, and one of the only such shelter in the state of Washington to offer around the clock security. Resident advocates are also present 24 hours a day to provide practical and emotional support.

To offer food, clothing, shelter, and spiritual guidance to homeless men, women and children in need: Housing Authority

Housing Authority, Low Income Affordable Housing, Public Housing **Consumer Credit Counseling Services Of**

Agency that provides HUD Approved Housing Assistance Programs

Types of Shelters and Service Information

Day Shelters supplement homeless and low-income people when the shelter their staying in only offers shelter on an overnight basis. Case management is often provided and sometimes there are laundry and shower facilities. Meals and basic hygiene may also be offered. Almost all day shelters provide their services free of charge. Any emergency or homeless shelter that allows clients to stay during the day is also classified under this category.

Emergency Homeless Shelters both provide short term relief for the homeless & low-income. Usually there is a maximum stay of 3 months or less. Many of these shelters ask their clients to leave during the day. Meals and other supportive services are often offered. 3 times out of 5 these shelters offer their services free of charge.

Halfway Housing helps transition individuals and families from shelters or homelessness to permanent housing. Length of stay is usually anywhere from 6 months to 2 years. Residents are often required to pay at least 30% of their income toward program fees. Sometimes the money they pay in fees is returned to them when they leave. Any emergency or homeless shelter that allows their clients to stay more than 6 months is also classified under this category.

Permanent Affordable Housing is a long-term solution for housing. Residents are often allowed to stay as

long as they remain in the low-income bracket but is sometimes limited 3 - 5 years. Residents pay no more than 30% of their income towards rent. Emergency shelters, homeless shelters and transitional housing programs that allow their clients to stay without a maximum stay are also classified under this category.

Drug and Alcohol Rehab programs are intended to treat alcohol and/or drug dependency. The cost of participating in one of these programs and the method of treatment range significantly. The database operated on this website only includes residential rehab programs (not outpatient programs). We also provide Access to Recovery (ATR) Grant programs for substance abuse treatment.

Supportive Housing Programs that provide an alternative living arrangement for individuals who, because of age, disability, substance abuse, mental illness, chronic homelessness or other circumstances, are unable to live independently without care, supervision and/or support to help them in the activities of daily living; or who need access to case management, housing support, vocational, employment and other services to transition to independent living.

Shared Housing Programs helps bring low income persons together and helps prevent homelessness by providing affordable housing options. This service is good for families, disabled persons, and others wanted more companionship. Shelterlistings.org finds these shared housing locations and lists them throughout our website.

Rooming House or Boarding House A rooming house is a building in which renters occupy single rooms and share kitchens, bathrooms, and common areas. The location may be a converted single-family home, a converted hotel, or a purpose built structure. Rooming houses are low cost housing and may have as few as three rooms for rent, or more than a hundred. The same goes for boarding houses. We list these types of residences throughout shelterlistings.org.

Transitional housing is affordable low cost supportive housing designed to provide housing and appropriate support services to persons who are homeless or who are close to homelessness. The transition is to help them be more self-sufficient to move towards independent living on their own. Services provided at transitional housing facilities varies, from substance abuse treatment, to psychological assistance, job training, domestic violence assistance, etc. The assistance provided varies, but it is generally affordable and low cost housing. Read the descriptions of each of the transitional living locations for more detailed information.

SAFETY PROCEDURES

- First Aid: A first aid kit is located in the dispensary and the educators' office.
- Fainting: Do not move the person; call 911. Give facts as much as possible. Keep calm and notify other CDT Members for help, if necessary. Make the person comfortable.
- Cut finger: Educator should immediately check the wound to see how deep the cut is. Small cuts should be washed, dried, and then covered with a bandage. Bandages and first aid kits are kept in the dispensary and the educators' office.
- Cuts requiring stitches: If possible, a faculty member should take the student to the doctor.

DANGEROUS SITUATIONS, ALERTING FACULTY, STUDENTS, GUESTS AND/OR NEIGHBORS

Are brought to the attention of Command Decision Team (CDT) and if confirmed, will alert and students by announcing, emailing, text and /or a written notification that will be posted in a conspicuous area, directing them to either a safe location and or the Thurston County Health Department.

Once the dangerous situation is diminished, an announcement, email, text and/ or a written notification will be posted or sent to students when classes will resume.

EXTREME WEATHER CONDITIONS PROCEDURES

Are issued from the Local Weather Service, FOSBRE ACADEMY offices are closed and classes are cancelled. Once the weather conditions are diminished, the CDT will alert the faculty and students when classes will resume.

WINTER STORMS AND EXTREME COLD BEFORE

To prepare for a winter storm you should do the following:

- Before winter approaches, add the following supplies to your automobile.

- Sand to improve traction.
- Snow shovels and other snow removal equipment.
- Sufficient heating fuel.
- Adequate clothing and blankets to keep you warm.

During

FOSBRE ACADEMY will notify the traveling student if a winter storm and extreme cold is expected. If the student is traveling long distances, the student will be advised to leave early or not to travel at all. If the winter storm and extreme cold happens while faculty, students and guests are in attendance, the following will apply:

- Stay indoors during the storm.
- Walk carefully on snowy, icy, walkways.
- Let someone know your destination, your route, and when you expect to arrive.

After

- If FOSBRE ACADEMY loses power or heat for more than a few hours or if you do not have adequate supplies to stay warm in the FOSBRE ACADEMY, you may want to go to a designated public shelter if you can get there safely. Text **SHELTER+** your **ZIP code to 43362** (4FEMA) to find the nearest shelter in your area (e.g., SHELTER20472)
- Take precautions when traveling to the shelter. Dress warmly in layers, wear boots, mittens, and a hat.
- Continue to protect yourself from frostbite and hypothermia by wearing warm, loose-fitting, lightweight clothing in several layers. Stay indoors, if possible.

THUNDERSTORMS & LIGHTNING PROCEDURES

Before

To prepare for a thunderstorm, you should do the following:

Secure outdoor objects that could blow away or cause damage.

Get inside the FOSBRE ACADEMY, or an automobile (not a convertible). Although you may be injured if lightning strikes your car, you are much safer inside a vehicle than outside.

Rubber-soled shoes and rubber tires provide NO protection from lightning. Close window blinds, shades or curtains.

Unplug any electronic equipment well before the storm arrives.

During

If thunderstorm and lightning are occurring in your area, you should:

Avoid contact with corded 360.481.6816s and devices including those plugged into electric for recharging. Cordless and wireless 360.481.6816s not connected to wall outlets are OK to use.

Avoid contact with electrical equipment or cords.

Unplug appliances and other electrical items such as computers and turn off air conditioners. Powersurges from lightning can cause serious damage.

Avoid contact with plumbing.

Do not wash your hands and do not do laundry. Plumbing and bathroom fixtures can conduct electricity. Stay away from windows and doors.

Do not lie on concrete floors and do not lean against concrete walls. Take shelter in a sturdy building.

Avoid isolated sheds or other small structures in open areas. Avoid contact with anything metal-motorcycles and bicycles.

If lightning strikes you or someone you know, call 9-1-1 for medical assistance as soon as possible. The following are things you should check when you attempt to give aid to a victim of lightning:

Breathing - if breathing has stopped, begin mouth-to-mouth resuscitation. Heartbeat - if the heart has stopped, administer CPR.

Pulse - if the victim has a pulse and is breathing, look for other possible injuries. Check for burns where the lightning entered and left the body. Also be alert for nervous system damage, broken bones and loss of hearing and eyesight.

After

Never drive through a flooded roadway. Turn around, don't drown! Stay away from downed power lines and report them immediately. Plan for a Pandemic

Get involved in your community as it works to prepare for an influenza pandemic. Limit the Spread of Germs and Prevent Infection

Avoid close contact with people who are sick. When you are sick, keep your distance from others to protect them from getting sick too.

If possible, stay home.

Cover your mouth and nose with a tissue when coughing or sneezing. Washing your hands often will help protect you from germs.

Avoid touching your eyes, nose or mouth. Germs are often spread when a person touches something that is contaminated with germs and then touches his or her eyes, nose, or mouth.

UTILITY SHUT OFF

NATURAL GAS

Natural gas leaks and explosions are responsible for a significant number of fires following disasters. It is vital that all faculty know how to shut off natural gas.

Because there are different gas shut-off procedures for different gas meter configurations, it is important to contact your local gas company for any guidance on preparations and response regarding gas service to FOSBRE ACADEMY.

If you smell gas or hear a blowing or hissing noise, get everyone out quickly. Turn off the gas if you can, and call the gas company.

Caution: If you turn off the gas for any reason, a qualified professional must turn it back on. NEVER attempt to turn the gas back on yourself.

WATER

Water quickly becomes a precious resource following many disasters. It is vital that all faculty learn how to shut off the water.

Locate the shut-off valve for the water line that enters FOSBRE ACADEMY and label this valve with a tag for easy identification.

The effects of gravity may drain the water in your hot water heater and toilet tanks unless you trap it in the FOSBRE ACADEMY by shutting off the main house valve. (This is not the street valve in the cement box at the curb - the street valve is extremely difficult to turn and requires a special tool.)

ELECTRICITY

Electrical sparks have the potential of igniting natural gas if it is leaking. It is wise to teach all responsible faculty where and how to shut off the electricity.

Locate your electrical circuit box. For your safety, always shut off all the individual circuits before shutting off the main circuit.

FIRE PROCEDURE

If you smell smoke or see fire, report it immediately to a facilitator. Proceed as follows:

Students exit in single file out the closest doors. If you have a guest at the time, the guest is your responsibility.

After exiting FOSBRE ACADEMY, proceed safely away from the FOSBRE ACADEMY and locate at the Support faculty at front desk will help guest in reception area out the front doors.

Proceed to safety away from the FOSBRE ACADEMY.

Familiarize yourself with your evacuation route and the location of all emergency and regular exits.

The evacuation route illustration is found next to the fire extinguisher in the student's lounge, laundryroom and salon area.

VIOLATION OF FIRE SAFETY RULES PUTS LIVES IN JEOPARDY. TAMPERING WITH FIRE ALARMS OR FIRE EQUIPMENT CAN RESULT IN FINES AND POSSIBLE INCARCERATION ACCORDING TO STATE LAWS

FLOOD

Before

Even if you feel you live in a community with a low risk of flooding, remember that anywhere it rains, it can flood. Just because you haven't experienced a flood in the past, doesn't mean you won't in the future. Flood risk isn't just based on history; it's also based on a number of factors including rainfall, topography, flood-control measures, river-flow and tidal-surge data, and changes due to new construction and development.

To prepare for a flood, you should:

"Check valves" are installed in the sinks to prevent water from backing up into the drains.

During

If a flood is likely in your area, you should:

Be aware that flash flooding can occur. If there is any possibility of a flash flood, move immediately to higher ground. Do not wait for instructions to evacuate.

If you must prepare to evacuate, you should do the following:

Secure FOSBRE ACADEMY

Turn off utilities at the main switches or valves if instructed to do so.

Disconnect electrical appliances. Do not touch electrical equipment if you are wet or standing in water. If you must leave FOSBRE ACADEMY, remember these evacuation tips:

Do not walk-through moving water. Six inches of moving water can make you fall. If you must walk in water, walk where the water is not moving. Use a stick to check the firmness of the ground in front of you. Do not drive into flooded areas. If floodwaters rise around your car, abandon the car and move to higher ground, when water is not moving or not more than a few inches deep. You and the vehicle can be swept away quickly. If your vehicle is trapped in rapidly moving water, stay in the vehicle. If the water is rising inside the vehicle, seek refuge on the roof.

Do not camp or park your vehicle along streams, rivers or creeks, particularly during threatening conditions.

After

Although floodwaters may be down in some areas, many dangers still exist. Here are some things to remember in the days ahead:

Use local alerts and warning systems to get information and expert informed advice as soon as available. Avoid moving water.

Stay away from damaged areas unless your assistance has been specifically requested by police, fire, or relief organization.

Emergency workers will be assisting people in flooded areas. You can help them by staying off the roads and out of the way.

Play it safe. Additional flooding or flash floods can occur. Listen for local warnings and information. If your car stalls in rapidly rising waters, get out immediately and climb to higher ground.

Return home only when authorities indicate it is safe.

Roads may still be closed because they have been damaged or are covered by water. Barricades have been placed for your protection. If you come upon a barricade or a flooded road, go another way.

If you must walk or drive in areas that have been flooded.

Stay on firm ground. Moving water only 6 inches deep can sweep you off your feet. Standing water may be electrically charged from underground or downed power lines.

Flooding may have caused familiar places to change. Floodwaters often erode roads and walkways. Flood debris may hide animals and broken bottles, and it's also slippery. Avoid walking or driving through it.

Be aware of areas where floodwaters have receded. Roads may have weakened and could collapse under the weight of a car. Stay out of any building if it is surrounded by floodwaters.

Use extreme caution when entering buildings; there may be hidden damage, particularly in foundations.

EARTHQUAKE

Before

Every attempt to secure shelves, heavy objects, mirrors, and electronic such as computers and printers.

During

Drop, cover and hold on. Minimize your movements to a few steps to a nearby safe place and if you are indoors, stay there until the shaking has stopped and you are sure exiting is safe.

If indoors

Drop to your hands and knees.

Cover your head and neck with your arms. This position protects you from falling and provides some protection for vital organs. Because moving can put you in danger from the debris in your path, only move if you need to get away from the danger of falling objects. If you can move safely, crawl for additional cover under a sturdy desk or table. If there is low furniture, or an interior wall or corner nearby and the path is clear, these may also provide some additional cover. Stay away from glass, windows, outside doors and walls, and anything that could fall, such as lighting fixtures or furniture.

HOLD ON to any sturdy shelter until the shaking stops.

Stay away from glass, windows, outside doors and walls, and anything that could fall, such as lighting fixtures or furniture.

DO NOT get in a doorway as this does not provide protection from falling or flying objects and you likely will not be able to remain standing.

Stay inside until the shaking stops and it is safe to go outside. Do not exit the FOSBRE ACADEMY during the shaking. Research has shown that most injuries occur when people inside buildings attempt to move to a different location inside the FOSBRE ACADEMY or try to leave.

Be aware that the electricity may go out or the sprinkler systems or fire alarms may turn on.

After

Do not light a match.

Do not move about or kick up dust.

Cover your mouth with a handkerchief or clothing. Tap on a pipe or wall so rescuers can locate you.

Use a whistle if one is available. Shout only as a last resort. Shouting can cause you to inhale dangerous amounts of dust.

When the Shaking Stops

When the shaking stops, look around to make sure it is safe to move and there is a safe way out through the debris. Then exit FOSBRE ACADEMY.

Expect aftershocks. These secondary shockwaves are usually less violent than the main quake but can be strong enough to do additional damage to weakened structures and can occur in the first hours, days, weeks, or even months after the quake. Drop, Cover, and Hold On whenever you feel shaking.

Check for injuries and provide assistance if you have training. Assist with rescues if you can do this safely. Look for and extinguish small fires. Fire is the most common hazard after an earthquake. Never use a lighter or matches near damaged areas.

Use the tele360.481.6816 only for emergency calls.

Go to a designated public shelter if your home had been damaged and is no longer safe. Text SHELTER+ your ZIP code to 43362 (4FEMA) to find the nearest shelter in your area (example: *shelter 12345*).

Stay away from damaged areas. Stay away unless your assistance has been specifically requested by police, fire, or relief organizations. Return home only when authorities say it is safe.

Be careful when driving after an earthquake and anticipate traffic light outages.

After it is determined that it's safe to return, your safety should be your primary priority as you begin clean up and recovery.

Leave the area if you smell gas or fumes from other chemicals. Inspect utilities. (Follow the Utility Shut Off)

BOMB THREATS

Most bomb threats are received by 360.481.6816. Bomb threats are serious until proven otherwise. Faculty and students are to act quickly, but remain calm and obtain as much information as possible and write it down. If a bomb threat is received by 360.481.6816 remain calm. Keep the caller on the line for as long as possible. DO NOT HANG UP, even if the caller does. Listen carefully. Be polite and show interest.

Try to keep the caller talking to learn more information.

If possible, write a note to a faculty member or student to call the authorities or, as soon as the caller hangs up, immediately notify them yourself.

If your 360.481.6816 has a display, copy the number and/or letters on the window display. Write down as much detail as you can remember. Try to get exact words.

Immediately upon termination of the call, do not hang up, but from a different 360.481.6816, contact FPS (Federal Protective Services) immediately with information and await instructions.

If A Bomb Threat Is Received By Handwritten Note

- Call 9-1-1
- Handle note as minimally as possible

If A Bomb Threat Is Received By Email

- Call 911
- Do not delete the message.

Signs of a Suspicious Package

- No return address • Poorly handwritten • Excessive postage • Misspelled words • Stains • Incorrect titles
- Strange odor • Foreign postage • Strange sounds • Restrictive notes • Unexpected delivery

Do Not

- Use cell 360.481.6816s; radio signals have the potential to detonate a bomb.
- Evacuate FOSBRE ACADEMY until police arrive and evaluate the threat.
- Activate the fire alarm.
- Touch or move a suspicious package.

Bomb Threat Call Procedures and Checklist Who to Contact

(select one)

- Follow your local guidelines
- Federal Protective Service (FPS) Police 1-877-4-FPS-411 (1-877-437-7411}
- 911

Ask Caller

When asking the caller the following, take notes on anything, you might forget and include questions:

- Where is the bomb located? (Building/Floor/Room, etc.)
- When will it go off?
- What does it look like?
- What kind of bomb is it?
- What will make it explode?
- Did you place the bomb? Yes/ No
- Why?
- What is your name?

Exact Words of Threat | Information about Caller

- Where is the caller located? (Background and level of noise)
- Estimated age:
- Is voice familiar? If so, who does it sound like?
- Other points: Take any notes that may aid in the investigation.

EXPLOSION

Before

The following are things you can do to protect yourself, in the event of an explosion. Knowing your community's warning systems and disaster plans, including evacuation routes.

During

Get under a sturdy table.

Exit the FOSBRE ACADEMY as quickly as possible. Stay low if there is smoke. Do not stop to retrieve personal possessions or make 360.481.6816 calls.

Check for fire and other hazards.

Once you are out, attempt to meet at designated areas.

Move away from sidewalks or streets to be used by emergency officials or others still exiting the FOSBRE ACADEMY. Tap on a pipe or wall so rescuers can hear where you are.

If possible, use a whistle to signal rescuers.

Shout only as a last resort. Shouting can cause a person to inhale dangerous amounts of dust. Avoid unnecessary movement so you don't kick up dust.

Cover your nose and mouth with anything you have on hand.

After

As we learned from the events of September 11, 2001, the following things can happen after a terrorist attack:

There can be significant numbers of casualties and/or damage to buildings and the infrastructure. So employers need up-to-date information about any medical needs you may have and on how to contact your designated beneficiaries.

Heavy law enforcement involvement at local, state and federal levels follows a terrorist attack due to the event's criminal nature.

Health and mental health resources in the affected communities can be strained to their limits, maybe even overwhelmed.

Extensive media coverage, strong public fear and international implications and consequences can continue for a prolonged period.

FOSBRE ACADEMY may be closed.

FOSBRE ACADEMY may have to evacuate, avoiding blocked roads for your safety. Clean-up may take many months.

TERRORIST ATTACKS

FOSBRE ACADEMY does not want to dismiss or diminish the possibility to terrorism; however, we believe the risk is low in relationship to Threat/Hazards.

Based on:

Small faculty, less than 15

Small student body, less than 100

Building has no significant interest or location

Building is on one level

Building does not store or contains hazardous chemicals

No luggage is stored or kept on premise

No underground parking

TIMELY WARNING

In the event that a situation arises, either on or *off* campus, that, in the judgment of the Command Decision Team (CDT), constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued through the FOSBRE ACADEMY by either, verbal communications, intercom broadcast system, cell 360.481.6816s, emails and text, social media and signage to faculty, students and guests. Anyone with information warranting a timely warning should report the circumstances to the CDT, by 360.481.6816 (or in person at Fosbre Academy).

ANNUAL SECURITY REPORT

Fosbre Academy publishes and distributes an annual security report by October 1st each year to all enrolled students and all faculty as well as placing it on the Fosbre Academy website.

POLICIES

Policy: Preparation of Disclosure of Crime Statistics

Noah Fosbre, Owner and a member of the CDT, prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) as amended by the Violence Against Women Reauthorization Act of 2013. The full text of this report can be located on our web site at www.fosbre-academy.com This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus. Local law enforcement provides updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest and referral statistics include those reported to the Police Department and Command Decision Team. These statistics may also include crimes that have occurred in private residences or businesses and is not required by law. Fosbre Academy accepts information on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session.

Each year, an e-mail notification is made to all enrolled students that provide the web site to access this report. Faculty receives similar notification at our faculty meetings and Professional Development. All prospective faculty, potential students may obtain copies of the report at FOSBRE ACADEMY in the Admissions Office or by calling 360.481.6816.

Policy: How to Report Criminal Offenses

To report a crime on or *off* campus:

Contact Police Department at (non-emergencies),

Dial 9-1-1- (emergencies only). Additionally you may report a crime to the following areas:

Fosbre Academy Command Decision Team (CDT) Admissions Office (360) 481 6816

Policy: Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action within Fosbre Academy or the criminal justice system, you may still want to consider making a confidential report. With your permission, the CDT can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, Fosbre Academy can keep an accurate record of the number of incidents involving students; determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution. Fosbre Academy prohibits any retaliation against anyone who in good faith reports any violations of the campus security policy.

Policy: Limited Voluntary Confidential Reporting

The Police Department encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, the Police Department cannot hold reports of crime in confidence. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to CDT campus security authorities as identified below. Confidential reports of crime may also be made to Crime Stoppers.

Statement: Institution That Has a Memorandum of Understanding, (MOU)

FOSBRE ACADEMY recognizes that laws and rules are necessary for society to function and supports the enforcement of law by governmental agencies and rules by officials of the FOSBRE ACADEMY. All persons on the campus are subject to these laws and rules at all times. While FOSBRE ACADEMY is private property, and Constitutional protections apply, law enforcement officers may enter the campus to conduct business as needed. Additionally, the officers are invited to patrol the campus to assist CDT in deterring crime. All law enforcement agencies are asked to call the Financial Aid Office prior to entering FOSBRE ACADEMY. CDT is recognized by the Police Department. CDT enjoys an especially good relationship with the Police. The response time of the police department to campus averages less than two minutes for emergency calls. The exercise of that authority is described in a "memorandum of understanding" (MOU) between Police and CDT that outlines which law enforcement agency will have jurisdiction over which types of offenses.

As noted in the introduction and the emergency policies, Police Department is notified of all serious crime on campus, and is immediately notified of major crimes via the tele360.481.6816. FOSBRE ACADEMY relies on the tele360.481.6816 to contact the county emergency dispatch center for fire and emergency medical needs. All victims are offered an opportunity to report crimes to Olympia Police. Annually, FOSBRE ACADEMY receives an email report of all crimes committed on the campus from the Police Department.

Policy: Encouragement of Accurate and Prompt Crime Reporting

Faculty, students, and guests are encouraged to report all crimes and public safety related incidents to FOSBRE ACADEMY in a timely manner. To report a crime or emergency on FOSBRE ACADEMY, call the

CDT Team Leader:

CDT will investigate a report when it is deemed appropriate.

If assistance is required from the Police Department or the Fire Department, CDT will contact the appropriate unit. If a sexual assault or rape should occur, faculty on the scene, including CDT, will offer the victim a wide variety of services.

Policy: Counselors and Confidential Crime Reporting

FOSBRE ACADEMY does not employ professional or pastoral counselors. All reports of crime will be investigated. Violations of the law will be referred to law enforcement agencies and when appropriate, to FOSBRE ACADEMY CDT leader for review.

Policy: Security Awareness Programs for Faculty and students

Prior to course start, orientation is held. Students are informed that FOSBRE ACADEMY does not have campus police. Students are informed about the campus security policies and procedures contained in this report and about crime awareness on FOSBRE ACADEMY and in surrounding neighborhoods. Similar information is presented to new CDT Members. A common theme of all awareness and crime prevention programs is to encourage faculty and students to be aware of their responsibility for their own security and the security of others.

Policy: Security of and Access to Campus Facilities: The FOSBRE ACADEMY has two entrances/exits equipped with locks. They are located on the north side, and east side of the building. The front entrance (east side) entrance is monitored by the front desk staff when FOSBRE ACADEMY is open for business from 9:30am to 4:30pm Wednesday thru Friday and from 9:30am to 4:30pm Saturday. The north side entrance/exits remained locked at all times. These doors are unable to be opened from the outside but can be opened at any time from the inside. All faculty have keys to all outside doors. Students only have access to enter the building by the south side door and are monitored by the front desk staff.

Policy: Crime Prevention Programs for Faculty and students

Crime Prevention Programs on personal safety and theft prevention are discussed at orientation.

To enhance personal safety, and especially after dark, walk with friends or colleagues from FOSBREACADEMY to your destination.

Policy: Addressing Alcoholic Beverages

The possession, sale or the furnishing of alcohol on FOSBRE ACADEMY's campus is prohibited. The FOSBRE ACADEMY has been designated "Drug free" and under no circumstances is the consumption of alcohol permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Police Department. Violators are subject to disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of the FOSBRE ACADEMY Alcohol Policy for anyone to consume or possess alcohol in any public or private area of FOSBRE ACADEMY. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the Police.

Policy: Illegal Drug Possession

FOSBRE ACADEMY has been designated "Drug free" and under no circumstances is the possession, use, or sale of illegal drugs permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Police Department. Violators are subject to disciplinary action, criminal prosecution, fine and imprisonment. The possession, use or sale of illegal drugs on the campus is a violation of the FOSBRE ACADEMY Illegal Drug Possession.

Policy: Medical Marijuana

Although Washington State permits the use, possession, and cultivation of medical marijuana by individuals possessing lawfully issued medical marijuana cards, federal law prohibits use, possession, or cultivation in educational institutions and other recipients of federal funds. Therefore, the use, possession, and/or cultivation is prohibited at FOSBRE ACADEMY, including on campus, on The FOSBRE ACADEMY's property, or at events sponsored by The FOSBRE ACADEMY. Even if a student, faculty, or staff member possesses the appropriate documentation permitting the use, possession, and/or cultivation of medical marijuana, these activities are prohibited and are subject to disciplinary action.

The intent of this notice is to protect the health and safety of our faculty, staff, guests, and students.

Policy: Substance Abuse Education

FOSBRE ACADEMY has developed a contact list to prevent the illicit use of drugs and the abuse of alcohol by faculty and students. The list provides services related to drug use and abuse including dissemination of informational materials, educational programs and counseling services.

Policy: Campus Safety

All reported incidents are reviewed and applicable information is collected and presented to the proper authority. **In order to ensure that our campus remains safe, it is important for members of the campus to report this information in a timely manner.** Any suspicious activity should be considered a reasonable suspicion and reported. (Examples of suspicious activities include seeing an unescorted guest in an unapproved area, doors propped open, or unauthorized individuals using campus equipment or offices.) If it seems a situation appears abnormal to you in any way, report it.

Policy: Bullying & Harassment Policy

Bullying or implied threat, intimidation, sexual harassment and violence will not be tolerated at FOSBRE ACADEMY.

Weapons of any kind are not permitted on campus; this includes the FOSBRE ACADEMY building and surrounding parking lot.

FOSBRE ACADEMY will address issues involving harassment or bullying in any form; student to student; student to faculty member(s); faculty member(s) to student; or faculty member to faculty member. All faculty members and students have a responsibility to cooperate fully with the investigation of an alleged bullying or harassment complaint. Bullying means systematically and chronically inflicting physical hurt or psychological distress on one or more students or faculty. It is further defined as; unwanted purposeful written, verbal, nonverbal, or physical behavior, including but not limited to any threatening, insulting or dehumanizing gestures by a student or faculty that has the potential to create an intimidating, hostile or offensive educational environment or cause long term damage; to cause discomfort or humiliation or unreasonably interfere with the individual's academic performance or participation, is carried out repeatedly, and is often characterized by an imbalance of power.

Bullying may involve, but is not limited to; unwanted teasing, threatening, intimidating, stalking, cyber stalking, cyber bullying, physical violence, theft, sexual, religious or racial harassment, public humiliation, destruction of FOSBRE ACADEMY or personal property, social exclusion, including incitement and/or coercion, rumor or spreading of falsehoods.

Harassment is defined as any threatening, insulting, or dehumanizing gestures, use of technology, computer software, or written, verbal or physical conduct directed against a student or employee that places a student or employee in reasonable fear of harm to his or her person or damage to his or her property; has the effect of substantially interfering with a student's educational performance, or employee's work performance; has the effect of substantially negatively impacting a student's or employee's emotional or mental well-being; has the effect of substantially disrupting the orderly operation of FOSBRE ACADEMY.

Sexual Harassment is defined as intimidating, bullying, threatening or coercion of unwanted sexual advances either physically or verbally including by means of social media and/ or technological devices. Sexual harassment can also include an inappropriate promise for sexual favors. Sexual harassment can take the form of crude language of sexual nature, mild annoyances / transgressions to actual sexual assault or sexual abuse.

Sex Offender Registry: Individuals wishing to learn additional information about registered sex offenders may check website information for the City of Olympia .

If bullying or harassment in any form occurs in FOSBRE ACADEMY, contact any member of the faculty of FOSBRE ACADEMY or contact the Police Department to file a report immediately. FOSBRE ACADEMY will do everything possible to assist in this serious matter. If such a serious offense occurs, it is important to preserve evidence of the criminal offense. Information regarding area counseling centers will be provided upon request by a student or faculty member. If an offense happens where both the accused and the accuser attend FOSBRE ACADEMY, both the accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding and will be informed of FOSBRE ACADEMY'S final determination of any school disciplinary proceeding with respect to the alleged offense and any sanction that is imposed against the accused. Dismissal may occur following a final determination of said proceedings.

FOSBRE ACADEMY will work with students to change their situation (i.e., allowing the student to take a leave of absence or enroll in a later course) if a change is requested by the victim and the change is reasonably available.



2703 Capital Mall Drive SW. Olympia, WA 98502
(360) 481-6816

The intention of this document is to remind students that Fosbre Academy of Hair Design has a zero-tolerance policy when it comes to the use of drugs, alcohol, and tobacco on the Academy campus. This is a requirement due to being a participant of the Federal Student Aid program with the Department of Education. It is enforced double fold because of our contract with New Market Skills Center to teach high school students cosmetology.

For students who use tobacco it must be done "Off Campus" which means down you need to be down the steps and behind the Big Lots building, not in the parking lot or by the mailbox. There is also a sitting area beyond the chain-link fence for this purpose.

Being a private school, we are within our rights to search bags, lockers, and ask you to empty your pockets if there is a reasonable suspicion that you are in the possession of either drugs or alcohol. This also applies to being under the influence of either drugs or alcohol. If there is a reasonable suspicion that you are under the influence of either, we have every right to enforce disciplinary action ranging from removing you for the day to terminating your enrollment with the Academy. If there are multiple occurrences where a student is suspected to be under the influence, we do have the right, at our own cost to request you that you complete a drug test. Students must be 100% clean and sober during school hours. Not only is it a liability issue when performing services on clients, but we pride ourselves on being a safe space for individuals who are recovering from addiction issues so they can have a better future.

The following is an excerpt from our school catalog:

STANDARDS OF CONDUCT POLICY

It is expected that students will conduct themselves in a mature and professional manner, giving the proper respect and courtesy to his or her fellow classmates and to the staff of the school. Fosbre Academy of Hair Design including administration and faculty are dedicated to maintaining an optimal learning environment. The school values and respects each student's right to a quality education. Therefore, each student should take his or her training seriously. Any student found to be abusing either staff or fellow classmates may be terminated from the training program in which he or she is enrolled. All regulatory policies and academic standards are subject to change at any time without prior notice, should changes occur, a written addendum will be provided to ensure information is relayed in a timely manner.

Misconduct is defined as follows:

1. Dishonesty, including, but not limited to, cheating, furnishing false information to the school or stealing school property or that of a fellow student.
2. Alteration or forgery of school records or identification.
3. Possession or use of drugs and/or alcoholic beverages on school property.
4. Possession or use of any weapon, firearm, or explosives.
5. The use, sale, or possession, on school property, or presence on school property under the influence of any controlled substance. Please Note: the school fully supports the Drug-Free School and Communities Act of the United States Congress. In cooperation with other local agencies and organizations, these Schools provide education on the dangers of substance use and abuse. Staff utilizes pamphlets, books, and posters, which describe the effects that drugs have on physical and mental health. Branches provide advice and counseling, when deemed necessary, as well as to those

who may request assistance. Students have access to informative materials outlining State, Federal and Local sanctions against drug use. Additionally, we provide information on counseling, treatment, and rehabilitation programs available in this area.

6. Continued disruptive behavior, continued willful disobedience, habitual profanity or vulgarity, or the continued defiance of the authority of, or abuse of, school personnel.
7. Assault, battery, sex crimes, including sexual assault or rape or any threat of force or violence upon students or school personnel.
8. Sexual harassment, which includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.
9. Participation in hazing or commitment of any act that tend to injure, degrade, or disgrace student or school personnel.
10. Obstruction or disruption of teaching, administration, disciplinary proceedings, or other authorized school activities.
11. Unauthorized entry to or use of school facilities, equipment, or supplies.
12. Theft or deliberate damage to property of a school staff member, a student or school visitor.
13. Defacing or damaging any school real or personal property.
14. Failure to comply with directions by certificated personnel, or school management.
15. Smoking in the school building or any area designated as "nonsmoking" by law or school policy.
16. The commission of any act on school property that constitutes a crime under Washington law.

From Your Orientation Materials:

Drug free workplace/School environment.

The school actively supports the prevention of drug abuse. Upon enrollment, students are provided the school's policy on drug and alcohol abuse. A list of agencies and counselors is also available on the state website for personal assistance and is available to any student requesting assistance.

State Counseling Services

CSAT Alcohol-Drug Referral Line (National 24-hour toll free help line)	1-800-662-HELP (662-4357)
Crisis Clinic (Seattle/King Co., 24-hour mental health crisis line)	206-461-3222 1-866-427-4747
Community Resources Online - Referral to health & human services in King Co.	206-461-3200 1-800-621-4636
Science and Management of Addictions (SAMA) - Referral, support, advocacy for adolescents & families.	206-328-1719
SAMA Family Navigator Program (one-on-one support to assist parents as they navigate the treatment system and advocate for their son or daughter's care.	206-322-7262 1-888-922-7262 (mainly WA)
Alanon & Alateen	206-625-0000
Alcoholics Anonymous	206-587-2838
Adult Children of Alcoholics	425-213-3919 1-800-562-1240
Cocaine Anonymous	425-244-1150 1-800-723-1923
Marijuana Anonymous	206-414-9270
Narcotics Anonymous - Seattle area NA - North Puget Sound NA - So. King Co.	206-790-8888 1-800-805-3079

If you are currently struggling with drug or addiction issues or are on any physician prescribed medication that may give the appearance that you are under the influence, please make an appointment with Jana or Noah in the office to discuss this. If this is the case, you will need to provide a note from your doctor stating the medication you are on and its possible/probable side effects.

To maintain your enrollment at Fosbre Academy of Hair Design you must either sign and date this document and return it to the administrative office or make an appointment to discuss your current situation.

We appreciate your understanding and cooperation in this matter.

Thank you,

Jana Leicht

Financial Aid, Operations Manager, and School Certifying Official

I, _____, understand the school's policy on drugs, alcohol, and tobacco use and accept the possible consequences if I chose not to abide by the outlined rules/policies.

Student Signature

Date

ATTACHMENT B

DRUG AND ALCOHOL ABUSE PREVENTION

Fosbre Academy will immediately contact law enforcement officials to report all unlawful activity.

The health risks of illicit drugs and alcohol abuse requires Fosbre Academy to provide education and referrals for faculty and students. Fosbre Academy provides education and distribution of materials annually and refers faculty and students to local services.

Health risks associated with the use of illicit drugs and the abuse of alcohol include:

Impaired mental and physical health, neurological disease/damage, memory and intellectual performance interference, mental and physical depression, uncontrollable violence, impulsive behavior, convulsive seizures, homicide, suicide, cardiac disease or damage, cardiovascular collapse or heart failure, gastrointestinal disease or damage, ulcers or erosive gastritis, anemia, liver and pancreatic disease, liver failure or pancreatitis, deteriorating relationships, and death.

The following information was obtained from the U.S. Department of Justice and Drug Enforcement Administration's Diversion Control Division. (Title 21 United States Code (USC) Controlled Substances Act - Section 801-971 <https://www.deadiversion.usdoj.gov>)

FEDERAL DRUG LAWS: POSSESSION

According to Title 21 Part D Section 844: "It shall be unlawful for any person knowingly or intentionally to possess a controlled substance unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner, while acting in the course of his professional practice..."

Penalties for simple possession, depending on the amount of controlled substances found, include:

1. First offence may result in being sentenced to a term of imprisonment up to 1 year and fined a minimum of \$1,000.
2. Second offence the individual shall be sentenced to a term of imprisonment for not less than 15 days and not more than 2 years and fined a minimum of \$2,500.
3. Third offence the individual shall be sentenced to a term of imprisonment for not less than 90 days but not more than three years and fined a minimum of \$5,000.

Civil Penalty for possession of small amounts of certain controlled substances:

1. Any individual who possesses a controlled substances listed in section 841 that are in violation of section 844 in an amount that is a personal use amount is liable for a penalty in an amount not to exceed \$10,000 per violation.

FEDERAL DRUG LAWS: TRAFFICKING

According to Title 21 of the United States Code (USC) Controlled Substances Act:

"it shall be unlawful for any person knowingly or intentionally—

(1) to manufacture, distribute, or dispense, or possess with intent to manufacture, distribute, or dispense, a controlled substance; or

(2) to create, distribute, or dispense, or possess with intent to distribute or dispense, a counterfeit substance." (Part D Section 841: Prohibited Acts A(a))

FEDERAL DRUG TRAFFICKING PENALTIES

Penalties for federal drug trafficking convictions vary according to the quantity and type of the controlled substance involved:

1. Any individual violating federal drug trafficking laws shall be sentenced to a term of imprisonment of which may not be less than 10 years or more than life.
 - o if death or serious bodily injury occurs from the use of the trafficked substance, the sentence shall be not less than 20 years, or more than life with fines up to \$10 million if acting alone, or up to \$50 million if not acting alone.

2. Subsequent convictions will result in a term of imprisonment not less than 20 years or more than life.
 - o If death or serious bodily injury occurs during a second offense the sentence is life in prison with fines up to \$20 million for an individual acting alone, or \$75 million if not acting alone. (Part D Section 841: Prohibited Acts A(b))
3. Any person who violates federal drug trafficking laws within one thousand feet of property comprising public or private schools/colleges is subject to twice the maximum punishment.

DRUG POSSESSION IN WASHINGTON STATE

DRUG POSSESSION PENALTIES IN Washington State

The Washington State laws relating to the unlawful manufacture, distribution, possession, or use of a controlled substance are found respectively in Olympia Washington.

45-9-101. Criminal distribution of dangerous drugs. (1) Except as provided in Title 50, chapter 46, a person commits the offense of criminal distribution of dangerous drugs if the person sells, barter, exchanges, gives away, or offers to sell, barter, exchange, or give away any dangerous drug, as defined in 50-32-101.

(2) A person convicted of criminal distribution of a narcotic drug, as defined in 50-32-101(18)(d), or an opiate, as defined in 50-32-101(19), shall be imprisoned in the state prison for a term of not less than 2 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(3) (a) A person convicted of criminal distribution of a dangerous drug included in Schedule I or Schedule II pursuant to 50-32-222 or 50-32-224, except marijuana or tetrahydrocannabinol, who has a prior conviction for criminal distribution of such a drug shall be imprisoned in the state prison for a term of not less than 10 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(b) Upon a third or subsequent conviction for criminal distribution of such a drug, the person shall be imprisoned in the state prison for a term of not less than 20 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(c) The exception for marijuana or tetrahydrocannabinol in subsection (3)(a) does not apply to synthetic cannabinoids listed as dangerous drugs in 50-32-222.

(4) A person convicted of criminal distribution of dangerous drugs not otherwise provided for in subsection (2), (3), or (5) shall be imprisoned in the state prison for a term of not less than 1 year or more than life or be fined an amount of not more than \$50,000, or both.

(5) A person who was an adult at the time of distribution and who is convicted of criminal distribution of dangerous drugs to a minor shall be sentenced as follows:

(a) If convicted pursuant to subsection (2), the person shall be imprisoned in the state prison for not less than 4 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(b) If convicted of the distribution of a dangerous drug included in Schedule I or Schedule II pursuant to 50-32-222 or 50-32-224 and if previously convicted of such a distribution, the person shall be imprisoned in the state prison for not less than 20 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(c) If convicted of the distribution of a dangerous drug included in Schedule I or Schedule II pursuant to 50-32-222 or 50-32-224 and if previously convicted of two or more such distributions, the person shall be imprisoned in the state prison for not less than 40 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(d) If convicted pursuant to subsection (4), the person shall be imprisoned in the state prison for not less than 2 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(6) Practitioners, as defined in 50-32-101, and agents under their supervision acting in the course of a professional practice are exempt from this section.

45-9-102. Criminal possession of dangerous drugs. (1) Except as provided in Title 50, chapter 46, a person commits the offense of criminal possession of dangerous drugs if the person possesses any dangerous drug, as defined in 50-32-101.

(2) A person convicted of criminal possession of marijuana or its derivatives in an amount the aggregate weight of which does not exceed 60 grams of marijuana or 1 gram of hashish is, for the first offense, guilty of a misdemeanor and shall be punished by a fine of not less than \$100 or more than \$500 and by imprisonment in the county jail for not more than 6 months. The minimum fine must be imposed as a condition of a suspended or deferred sentence. A person convicted of a second or subsequent offense under this subsection is punishable by a fine not to exceed \$1,000 or by imprisonment in the county jail for a term not to exceed 1 year or in the state prison for a term not to exceed 3 years or by both. This subsection does not apply to the possession of synthetic cannabinoids listed as dangerous drugs in 50-32-222.

(3) A person convicted of criminal possession of an anabolic steroid as listed in 50-32-226 is, for the first offense, guilty of a misdemeanor and shall be punished by a fine of not less than \$100 or more than \$500 or by imprisonment in the county jail for not more than 6 months, or both.

(4) A person convicted of criminal possession of an opiate, as defined in 50-32-101(19), shall be imprisoned in the state prison for a term of not less than 2 years or more than 5 years and may be fined not more than \$50,000, except as provided in 46-18-222.

(5) (a) A person convicted of a second or subsequent offense of criminal possession of methamphetamine shall be punished by:

(i) Imprisonment for a term not to exceed 5 years or by a fine not to exceed \$50,000, or both; or

(ii) commitment to the department of corrections for placement in an appropriate correctional facility or program for a term of not less than 3 years or more than 5 years. If the person successfully completes a residential methamphetamine treatment program operated or approved by the department of corrections during the first 3 years of a term, the remainder of the term must be suspended. The court may also impose a fine not to exceed \$50,000.

(b) During the first 3 years of a term under subsection (5) (a)(ii), the department of corrections may place the person in a residential methamphetamine treatment program operated or approved by the department of corrections or in a correctional facility or program. The residential methamphetamine treatment program must consist of time spent in a residential methamphetamine treatment facility and time spent in a community-based prerelease center.

(c) The court shall, as conditions of probation pursuant to subsection (5) (a), order:

(i) The person to abide by the standard conditions of probation established by the department of corrections;

(ii) Payment of the costs of imprisonment, probation, and any methamphetamine treatment by the person if the person is financially able to pay those costs;

(iii) That the person may not enter an establishment where alcoholic beverages are sold for consumption on the premises or where gambling takes place;

(iv) That the person may not consume alcoholic beverages;

(v) The person to enter and remain in an aftercare program as directed by the person's probation officer; and

(vi) The person to submit to random or routine drug and alcohol testing.

(6) A person convicted of criminal possession of dangerous drugs not otherwise provided for in subsections

(2) through (5) shall be imprisoned in the state prison for a term not to exceed 5 years or be fined an amount not to exceed \$50,000, or both.

(7) A person convicted of a first violation under this section is presumed to be entitled to a deferred imposition of sentence of imprisonment.

(8) Ultimate users and practitioners, as defined in 50-32-101, and agents under their supervision acting in the course of a professional practice are exempt from this section.

45-9-103. Criminal possession with intent to distribute. (1) Except as provided in Title 50, chapter 46, a person commits the offense of criminal possession with intent to distribute if the person possesses with intent to distribute any dangerous drug as defined in 50-32-101.

(2) A person convicted of criminal possession of an opiate, as defined in 50-32-101(19), with intent to distribute shall be imprisoned in the state prison for a term of not less than 2 years or more than 20 years and may be fined not more than \$50,000, except as provided in 46-18-222.

(3) A person convicted of criminal possession with intent to distribute not otherwise provided for in subsection (2) shall be imprisoned in the state prison for a term of not more than 20 years or be fined an amount not to exceed \$50,000, or both.

(4) Practitioners, as defined in 50-32-101, and agents under their supervision acting in the course of a professional practice are exempt from this section.

45-9-110. Criminal production or manufacture of dangerous drugs. (1) Except as provided in Title 50, chapter 46, a person commits the offense of criminal production or manufacture of dangerous drugs if the person knowingly or purposely produces, manufactures, prepares, cultivates, compounds, or processes a dangerous drug, as defined in 50-32-101.

(2) A person convicted of criminal production or manufacture of a narcotic drug, as defined in 50-32-101(d), or an opiate, as defined in 50-32-101(19), shall be imprisoned in the state prison for a term of not less than 5 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222.

(3) A person convicted of criminal production or manufacture of a dangerous drug included in Schedule I of 50-32-222 or Schedule II of 50-32-224, except marijuana or tetrahydrocannabinol, who has a prior conviction that has become final for criminal production or manufacture of a Schedule I or Schedule II drug shall be imprisoned in the state prison for a term of not less than 20 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222. Upon a third or subsequent conviction that has become final for criminal production or manufacture of a Schedule I or Schedule II drug, the person shall be imprisoned in the state prison for a term of not less than 40 years or more than life and may be fined not more than \$50,000, except as provided in 46-18-222. The penalties provided for in this subsection also apply to the criminal production or manufacture of synthetic cannabinoids listed as dangerous drugs in 50-32-222.

(4) A person convicted of criminal production or manufacture of marijuana, tetrahydrocannabinol, or a dangerous drug not referred to in subsections (2) and (3) shall be imprisoned in the state prison for a term not to exceed 10 years and may be fined not more than \$50,000, except that if the dangerous drug is marijuana and the total weight is more than a pound or the number of plants is more than 30, the person shall be imprisoned in the state prison for not less than 2 years or more than life and may be fined not more than \$50,000. "Weight" means the weight of the dry plant and includes the leaves and stem structure but does not include the root structure. A person convicted under this subsection who has a prior conviction that has become final for criminal production or manufacture of a drug under this subsection shall be imprisoned in the state prison for a term not to exceed twice that authorized for a first offense under this subsection and may be fined not more than \$100,000.

(5) Practitioners, as defined in 50-32-101, and agents under their supervision acting in the course of a professional practice are exempt from this section.

Criminal Offenses - On campus

Criminal Offense	2018	2019	2020
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Rape</u>	0	0	0
d. <u>Fondling</u>	0	0	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0

Criminal Offense**2018****2019****2020**i. Burglary

0

1

2

j. Motor vehicle theft

0

0

0

k. Arson

0

0

0

Criminal Offenses - Public Property

Criminal Offense**2018****2019****2020**a. Murder/Non-negligent manslaughter

0

0

0

b. Negligent manslaughter

0

0

0

c. Rape

0

0

0

d. Fondling

0

0

0

e. Incest

0

0

0

Criminal Offense	2018	2019	2020
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f. <u>Statutory rape</u>	0	0	0
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g. <u>Robbery</u>	0	0	0
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h. <u>Aggravated assault</u>	0	0	0
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i. <u>Burglary</u>	0	0	0
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j. <u>Motor vehicle theft</u>	0	0	0
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k. <u>Arson</u>	0	0	0
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The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

- Individual statistics for Rape, Fondling, Incest and Statutory Rape were not collected prior to the 2015 data collection. Prior to the 2015 collection, Rape and Fondling statistics were combined under Sex offenses – Forcible, and Incest and Statutory Rape statistics were combined under Sex Offenses – Nonforcible.
- As of the 2015 data collection, statistics for Sex offenses – Forcible and Sex offenses – Nonforcible were no longer collected.

[Hate Crimes - On campus](#)

Category of Bias for crimes reported in 2018

Criminal Offense

	Tota l	Rac e	Religio n	Sexual orientatio n	Gende r	Gende r Identit y	Disabilit y	Ethnicit y	Nationa l Origin
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a. Murder/ Non-negligent manslaughter

0 0 0 0 0 0 0 0 0 0

c. Rape

0 0 0 0 0 0 0 0 0 0

d. Fondling

0 0 0 0 0 0 0 0 0 0

e. Incest

0 0 0 0 0 0 0 0 0 0

f. Statutory rape

0 0 0 0 0 0 0 0 0 0

g. Robbery

0 0 0 0 0 0 0 0 0 0

h. Aggravated Assault

0 0 0 0 0 0 0 0 0 0

Category of Bias for crimes reported in 2018

Criminal Offense	Total	Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Crimes - Public Property

Category of Bias for crimes reported in 2018

Criminal Offense

	Total	Race	Religion	Sexual orientation	Gender	Gender identity	Disability	Ethnicity	National origin
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

- Prior to the 2010 data collection, Simple assault statistics were reported as Any other crime involving bodily injury.
- Larceny-theft, Intimidation, and Destruction/damage/vandalism of property statistics were not collected prior to the 2010 data collection.
- As of the 2010 data collection, negligent manslaughter is no longer a category because it cannot be a hate crime.

- Individual statistics for Rape, Fondling, Incest and Statutory Rape were not collected prior to the 2015 data collection. Prior to the 2015 collection, Rape and Fondling statistics were combined under Sex offenses – Forcible, and Incest and Statutory Rape statistics were combined under Sex Offenses – Nonforcible.
- As of the 2015 data collection, statistics for Sex offenses - Forcible and Sex offenses - Nonforcible are no longer collected.
- The Gender Identity category of bias was added in the 2015 data collection.
- As of the 2015 data collection the Ethnicity/National origin category of bias was split into separate Ethnicity and National origin categories.

These hate offenses manifest evidence of prejudice based on race, religion, sexual orientation, gender, disability or ethnicity / national origin.

[VAWA Offenses - On Campus](#)

Crime	2018	2019	2020
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

[VAWA Offenses - Public Property](#)

Crime	2018	2019	2020
a. <u>Domestic violence</u>	0	0	0

Crime	2018	2019	2020
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b. <u>Dating violence</u>	0	0	0
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c. <u>Stalking</u>	0	0	0
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The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

o Statistics for VAWA Offenses were not collected prior to the 2015 data collection.

[Arrests - On campus](#)

Law Violation	2018	2019	2020
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a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
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b. <u>Drug abuse violations</u>	0	0	0
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c. <u>Liquor law violations</u>	0	0	0
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[Arrests - Public Property](#)

Law Violation	2018	2019	2020
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a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
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b. <u>Drug abuse violations</u>	0	0	0
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c. <u>Liquor law violations</u>	0	0	0
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The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

[Disciplinary Actions - On Campus](#)

Law Violation	2018	2019	2020
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a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
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b. <u>Drug abuse violations</u>	0	0	0
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c. <u>Liquor law violations</u>	0	0	0
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[Disciplinary Actions - Public Property](#)

Law Violation	2018	2019	2020
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a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
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b. <u>Drug abuse violations</u>	0	0	0
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c. <u>Liquor law violations</u>	0	0	0
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The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

[Unfounded Crimes](#) - Unfounded Crimes

	2018	2019	2020
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a. <u>Total unfounded crimes</u>	0	0	0
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The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

- o Statistics for Unfounded Crimes were not collected prior to the 2015 data collection.