



SEXUAL VIOLENCE POLICY

Avalon School of Cosmetology is committed to eliminating sexual violence in all forms and will take appropriate action against any individual found responsible for acts in violation of this policy. Acts of sexual violence may also constitute violations of criminal or civil law.

Subd. 1a. Sexual assault definition. For the purposes of this section, “sexual assault” means forcible sex offenses as defined in Code of Federal Regulations, title 34, part 668, subpart D, appendix A, as amended.

Subd. 2. Victims’ rights. Victims of sexual violence as stated above in Subd. 1a, are guaranteed rights under the crime victims bill of rights, including the right to assistance from the Crime Victims Reparations Board and the commissioner of public safety.

This policy applies to all students and employees of Avalon School of Cosmetology. Reports of sexual violence committed by a student or employee on campus or at a location other than on campus property are covered by this policy. Reports of sexual violence committed on campus by individuals who are not students or employees are subject to appropriate actions by Avalon School of Cosmetology, including, but not limited to, pursuing criminal or civil action against them.

All students and employees are informed of this policy during orientation and have access to the policy as stated on the school website at the following address:

<https://www.avaloncosmetologyschool.com/policies/SexualViolencePolicy.pdf>.

As a victim your rights may include but are not limited to:

- 1) The right of the sexual assault victim to file criminal charges with local law enforcement officials.
- 2) The prompt assistance of campus personnel, at the request of the victim, in notifying the appropriate law enforcement officials and disciplinary authorities of a sexual assault incident.
- 3) The right of the sexual assault victim to decide whether to report a case to law enforcement.
- 4) The right of the sexual assault victim to be treated with dignity by all campus personnel.
- 5) The right of the sexual assault victim to receive fair and respectful referrals to health care and counseling services by campus personnel.
- 6) No suggestion by campus personnel that the sexual assault or incident is in any way the fault of the victim.
- 7) No suggestion by campus personnel that the victim of the sexual assault or incident should have acted in a different manner to avoid such a crime.
- 8) The privacy of the sexual assault victim will be protected by campus personnel by only disclosing data collected by persons whose work assignments reasonably require access, and, at a sexual victim’s request, police conducting a criminal investigation.

- 9) The right of the sexual assault victim to an investigation and resolution of a sexual assault complaint by campus personnel.
- 10) The right of a sexual assault victim's participation in and the presence of the victim's attorney or other support person who is not a fact witness to the sexual assault at any meeting with campus personnel concerning the victim's sexual assault complaint.
- 11) The right of the sexual assault victim to decide when to repeat a description of the incident of sexual assault.
- 12) The right of a sexual assault victim to be informed of any local program providing sexual assault advocacy services.
- 13) The right of the sexual assault victim to be notified of the outcome of any campus disciplinary actions concerning a sexual assault complaint.
- 14) The right of the sexual assault victim to have complete and prompt assistance of campus personnel, at the direction of law enforcement authorities, in obtaining, securing, and maintaining evidence in connection with a sexual assault incident.
- 15) The right of the sexual assault victim to have assistance of campus personnel in preserving for a sexual assault complaint or victim materials relevant to a campus disciplinary action.
- 16) The right of the sexual assault victim to have assistance of campus personnel during and after the process of investigation of a complaint and conducting a campus disciplinary procedure, in cooperation with the appropriate law enforcement authorities, at a sexual victim's request, in shielding the victim from unwanted contact with the alleged assailant, including transfer of the victim to an alternative class and/or schedule if available and feasible.
- 17) Avalon School of Cosmetology forbids retaliation and has established a process for investigating complaints of retaliation against the sexual assault victim by campus personnel, the accused, organizations affiliated with the accused, other students, and other employees.
- 18) At the request of the victim, Avalon School of Cosmetology will provide students who report sexual assaults to the institution and subsequently choose to transfer to another postsecondary institution with information about resources for victims of sexual assault at the institution to which the victim is transferring; and
- 19) Consistent with laws governing access to student records, providing a student who reported an incident of sexual assault with access to the student's description of the incident as it was reported to the institution, including if that student transfers to another postsecondary institution.

Subd. 3. Uniform amnesty. This policy requires that a witness or victim of an incident of sexual assault who reports the incident in good faith shall not be sanctioned by the institution for admitting in the report to a violation of the institution's student conduct policy on the personal use of drugs or alcohol.



Sexual Violence Policy Acknowledgement of Receipt

By signing this document, I agree to abide by Avalon School of Cosmetology's Sexual Violence Policy and understand the sanctions associated with violating such policy.

Print Name

Signature