

Statement of Non-Discrimination

Flair Beauty College does not discriminate in its employment, admission, instruction, or graduation policies on the basis of race, age, sex, sexual preference, creed, religion, color, citizenship, national or ethnic origin or financial status. It also extends to employment by the school and the administration of students to programs and activities operated by the school. Federal sexual harassment guidelines have been adopted as a part of school policies. Flair Beauty College does not tolerate any form of discussion and comments by way of: advertising, harassing, posting posters, hanging pictures, notes, written words, symbols for any religious beliefs, clubs groups, graffiti, nude pictures, inappropriate pictures or photos, and political beliefs between instructors, students or employees or postings around school campus or student styling stations Family Policy Compliance Office.

**U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202-4605**

Student records are confidential and only such agencies or individuals authorized by law are allowed access without written permission of the student.

No Discrimination or Harassment Policy

As a learning institution, Flair Beauty College must continuously address issues of diversity and multiculturalism. Every member of Flair Beauty College community is expected to engage in action that leads towards the development of a more democratic and inclusive community. Proactive efforts towards increasing diversity and the elimination of discrimination are necessary in our Flair Beauty College. In accordance with Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Executive Order 11246, Title IX of the Education Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, the Vietnam Veterans Readjustment Assistance Act of 1974, and all other applicable civil rights and nondiscrimination statutes.

Workplace Harassment Policy

Flair Beauty College does not tolerate workplace harassment. Workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, intimidation, physical assaults or contact, or violence.

Sexual harassment and discriminatory harassment may consist of offensive verbal, physical or visual conduct when such conduct is based on or related to an individual's sex and/or membership in a protected classification, and:

1. Submission to the offensive conduct is an explicit or implicit term or condition of employment;
2. Submission to or rejection of the offensive conduct forms the basis for an employment decision affecting the employee; or
3. The offensive conduct has the purpose or effect of unreasonably interfering with an individual's work

performance or creates an intimidating, hostile or offensive working environment.

Examples of what may constitute prohibited sexual harassment include, but are not limited to, the following:

1. Kidding or joking about sex;
2. Hugs, pats and similar physical contact;
3. Assault, impeding or blocking movement, or any physical interference with normal work or movement;
4. Cartoons, posters and other materials referring to sex;
5. Threats intended to induce sexual favors;
6. Continued suggestions or invitations to social events outside the workplace after being told such suggestions are unwelcome;
7. Degrading words or offensive terms of a sexual nature;
8. Prolonged staring or leering at a person;

Examples of what may constitute prohibited discriminatory harassment include the similar conduct referenced in

this section directed at an individual on the basis of race, color, national origin, ancestry, sex, sexual orientation, age (over 40), physical or mental disability, medical condition, citizenship status, military service status, or other basis protected by law, including disability, it is a violation of both federal (section 703 of the Civil Rights Act of 1964 and Title IX Education Amendments of 1972).

All employees that are aware of or in good faith believe that an employee of Flair Beauty College has been subjected to harassment or discrimination prohibited by this section or any other policy or procedure of Flair Beauty College, is obligated to immediately report the same to that employee's supervisor or the Director. Flair Beauty College insists on the highest ethical standards in conducting its business. Doing the right thing and acting with integrity are the two driving forces behind Flair Beauty College's great success story. When faced with ethical issues, employees are expected to make the right professional decision consistent with Flair Beauty College's principles and standards.

Affirmative Action Statement

Flair Beauty College is firmly committed to providing educational programs for all eligible applicants without regard to race, creed, color, religion, national origin, sex, age, or medical condition, except where a medical condition constitutes an occupational limitation.

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