



### Title IX Notice of Nondiscrimination

The Institute of Beauty and Wellness/Aveda Institute Madison does not discriminate on the basis of sex in its education programs or activities and is committed to ensuring an educational environment free of sexual harassment, including sexual violence, and to full compliance with Title IX of the Education Amendments Act of 1972 and other federal and state laws governing such conduct.

The following individuals have been designated as the Title IX Coordinators by The Institute of Beauty and Wellness/Aveda Institute Madison to handle inquiries regarding The Institute of Beauty and Wellness/Aveda Institute Madison Title IX policies, including receiving and responding to information about any incident of sex discrimination:

**McKenna Shaffer**

Title IX Coordinator  
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**Katie Blanchard**

Title IX Coordinator  
353 E Campus Mall  
Madison, WI 53715  
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Information regarding sexual discrimination, including sexual harassment or sexual violence, may also be reported by anyone to: U.S. Office for Civil Rights by email at [ocr@ed.gov](mailto:ocr@ed.gov) or at the addresses provided at the following website:

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

“Sexual harassment” is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that may constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly as a term or condition of an evaluation of a student’s academic performance, or a term or condition of participation in student activities or in other events or activities sanctioned by The Institute of Beauty and Wellness/Aveda Institute Madison;
- Submission to or rejection of such conduct by an individual is used as the basis for academic decisions or other decisions about participation in student activities or other events or activities sanctioned by The Institute of Beauty and Wellness/Aveda Institute Madison; or
- Such conduct otherwise has the purpose or effect of threatening an individual’s academic performance; or creating an intimidating, hostile, or offensive educational environment.

Forms of sexual harassment include, but are not limited to, sexist remarks or behavior, constant offensive joking, sexual looks or advances, repeated requests for dates, unwelcome touching, and promise of reward for sexual favors. Students, faculty, or staff who experience sexual harassment should be encouraged to make it clear to the alleged offender that such behavior is offensive. However, failure to comply with this provision does not defeat the Institute’s obligation to investigate the incident and take appropriate steps if sexual harassment has occurred.

Sexual violence includes, among other conduct, domestic violence, dating violence, sexual assault, and stalking. These acts will not be tolerated at The Institute of Beauty and Wellness/Aveda Institute Madison as such acts are inappropriate and create an environment contrary to the goals and mission of



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MADISON

The Institute of Beauty and Wellness/Aveda Institute Madison. Any such acts will be thoroughly investigated and will subject an individual to appropriate disciplinary sanctions and/or possible action by appropriate law enforcement agencies.

It is the responsibility of all persons within The Institute of Beauty and Wellness/Aveda Institute Madison community to work to ensure an educational environment free from sex discrimination. Violations of this policy may be grounds for disciplinary action under The Institute of Beauty and Wellness/Aveda Institute Madison's policies and procedures [cross reference the procedures applicable to students and employees utilized by the School to investigate and discipline sexual discrimination (including sexual harassment and sexual violence) incidents].

All students and staff of The Institute of Beauty and Wellness/Aveda Institute Madison are expected to report incidents of sexual discrimination (including sexual harassment or sexual violence) to the Title IX Coordinator.