

## RESPECTFUL AND FAIR TREATMENT OF STUDENTS

Effective: DEC 01 2020

Responsibility: STUDENTS / ADMINSTATION STAFF / MANAGER / DIRECTOR

Date of Last Revision: DEC 01 2020

XLNC School Of Cosmetology Inc., is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students and policy of non-discrimination.

The core values that guide the School's internal and external interactions with each other and the community are:

- We believe cultural and social diversity is essential to our long-term success
- We celebrate learning as a lifelong achievement for students, staff and faculty
- Our entrepreneurial spirit and our pursuit of academic excellence will guide our business practices
- We strive for fairness in all decisions

While on XLNC School Of Cosmetology Inc. premises or in the course of activities or events hosted by the school, the following activities are prohibited:

- Any degree of bullying, harassment, discrimination.
- Violence, real or perceived.
- Theft, willful damage to student property, School property and/or illegal activity.

**If under any circumstances, a prohibited activity occurs, the following outlines the process for addressing the activity:**

- The situation, if urgent, should be reported to Administrative staff or Director verbally or in writing as soon as possible.
- If urgent, the student should approach an employee of the School who will assess the urgency of the situation and act accordingly (for example, call the police in the case of violence) and, as needed, refer

the matter immediately to the Administrative staff or Director .

- The student can request a confidential meeting with the Director.
- Every member of the School community has the right to file a complaint of discrimination/harassment.
- At some point, the STUDENT DISPUTE POLICY and/or other related policies / legal considerations may take effect.