



2023
Student Handbook

Revised May 2023

Aveda Institute New Mexico 1816 Central Ave SW Albuquerque, NM 87104

Aveda Institute New Mexico

Our Noble Cause

Provide the highest quality of education to the next generation of world-class beauty professionals.

Our Vision

Our students graduate from the Aveda Institute New Mexico confident, knowledgeable and inspired; prepared for a promising future and a rewarding career in the beauty industry.

Our Mission

We strive to prepare our students to successfully pass the state licensing examinations and find gainful employment in alignment with the Aveda Mission. We facilitate at the highest standards an education in the Arts and Sciences of Cosmetology and Esthiology. Utilizing the latest technology, resources, and techniques, we provide a strong foundation by applying our challenging curriculum. We care for and encourage the growth and development of every student through guidance, motivation, and teamwork. We are dedicated to collaborating with our students in a commitment to Education, Business, and integrity.

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Our Programs

COSMETOLOGY 1600 Clock Hours Explore the latest styles and techniques in haircutting, styling, skin care, nail care, makeup, stropping and honing. Program will be taught in English.	ESTHIOLOGY 600 Clock Hours Learn specialized techniques to purify, balance, and renew the skin and study trends in makeup. Program will be taught in English.
INSTRUCTOR'S COURSE 1000 Clock Hours Learn sound training and teaching principles. Program will be taught in English.	BARBERING 1200 Clock Hours Explore the latest styles and techniques in haircutting, styling, shaving and make-up. Program will be taught in English.
MANICURING/PEDICURING 500 Clock Hours Explore the latest techniques in nail care. Program taught in English	MANICURING/ESTHIOLOGY 900 Clock Hours Learn specialized techniques to purify, balance, renew the skin, latest techniques in nail care. Program taught in English (MANICURING/ESTHIOLOGY NOT OFFERED AT THIS TIME)

Career Opportunities

Salon Industry	Education and Other Fields
Hair Stylist Esthetician Barber Makeup Artist Nail Technician Sales Representative Hair Coloring Specialist Salon Manager	Instructor State Board Member State Board Inspector Product Educational Director Manufacturer Product Consultant/Trainer School/Salon Owner Stylist or Makeup Artist for Film, Theater, Fashion, or Print

The training will encompass three types of training:

Theoretical knowledge: The foundation of your education

Practical experience: The application of your knowledge

Professional skills: Vital for your success

Program Descriptions

COSMETOLOGY

EXPRESS YOUR CREATIVITY AND TALENT IN HAIR, SKIN, NAIL CARE, AND MAKEUP APPLICATION. OUR COSMETOLOGY COURSE INCORPORATES 1600 HOURS OF EXTENSIVE HANDS-ON LEARNING TO PROVIDE YOU A COMPLETE UNDERSTANDING OF BEAUTY AND WELLNESS. UPON COMPLETION, YOU WILL BE PREPARED FOR A CAREER AS A HAIR STYLIST OR TECHNICIAN, MAKEUP ARTIST, NAIL TECHNICIAN OR SALON OWNER.

Program Schedules:

63 weeks

Days: Monday, Tuesday and Wednesday; 9:00 a.m. – 6:00 p.m. (Lunch 1-1:30 daily)

Days: Thursday, Friday; 9:00 a.m. – 6:00 p.m. and Saturday 8:00 a.m. – 5:00 p.m.
(Lunch 1-1:30 Thurs, Fri and Sat 12:30-1 daily)

<p><i>Weeks: 12</i></p> <p>Total: 306 hours</p>	<p><i>Phase 1</i> Start by learning the fundamentals of cutting, styling of hair; skin & nail care, makeup, and the related sciences. Lectures, demonstrations, first air, infection control, life skills, and workshops concentrate on developing skill and accuracy and reinforcing classroom knowledge.</p>
<p><i>Weeks: 12</i></p> <p>Total: 306 hours</p>	<p><i>Phase 2</i> Become familiar with State Laws to pass all State Board Regulations. Enter into Mens Clipper Cutting techniques and Women’s cuts and styling. Clinic practice allows you to become increasingly confident in your abilities as a future professional. Learn to prep for State Board Practical Exam, with expert guidance from our instructors teaching rules and regulations, and packaging instructions.</p>
<p><i>Weeks: 12</i></p> <p>Total: 306 hours</p>	<p><i>Phase 3</i> Explore the latest trends and techniques in coloring, permanent waving, chemical restructuring, freehand color application, dimensional coloring, color theory, and color corrections.</p>
<p>Weeks: 12</p> <p>Total: 306 hours</p>	<p><i>Phase 4</i> Launch your career with in-depth training in client service, time management, self-promotion, goal setting, merchandising and entrepreneurship as you learn vital employment and career-advancing skills. It is time to realize your dreams as a professional. You create a resume and business plan to prepare for employment.</p>
<p>Weeks: 14</p> <p>Total: 376 hours</p>	<p>You will continue to increase your speed, accuracy, and concentration by participating in special education featuring industry leaders, learning advanced and up to date techniques and trends. By graduation time you will be functioning at salon level.</p>

The 1600 clock hour Cosmetology program is a program that has instructor led classroom and clinical training as well as practical hands-on application. The student will learn the technical, personal and business skills to prepare for the work in a professional salon as a cosmetologist, retail sales specialist, salon manager or salon owner with a focus on Aveda techniques and products.

The objectives of the cosmetology program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student's success. Each phase of the students' education emphasizes a different combination of learning approaches.

All programs at the institution are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, online education materials, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: COSMETOLOGY	HOURS REQUIRED
THEORY	75
STERILIZATION, SANITATION, BACTERIOLOGY	75
SHAMPOO, RINSES, SCALP TREATMENTS	75
CHEMICAL REARRANGING - PERMS AND RELAXERS	200
HAIRSTYLING	150
HAIR COLORING - BLEACHING	125
HAIR CUTTING	200
FACIALS	175
MANICURING/PEDICURING	175
SALON BUSINESS, RETAIL SALES	50
Aveda Techniques	300
TOTAL	1600

ESTHIOLOGY

PREPARE FOR AN EXCITING FUTURE IN SKIN CARE AND MAKEUP. THE ESTHIOLOGY CURRICULUM PROVIDES 600 HOURS OF SKIN CARE TRAINING WITH AN EMPHASIS ON USING PURE FLOWER AND PLANT ESSENCES IN TREATMENTS. UPON COMPLETION, YOU WILL HAVE THE FOUNDATIONS TO SUCCEED AS A LICENSED ESTHETICIAN OR MAKEUP ARTIST.

Program Schedule:

25 Weeks

Days: Monday, Tuesday, Wednesday or Tuesday, Wednesday, Thursday or Thursday, Friday, Saturday

Hours: 9:00 a.m.-5:30 p.m. (Lunch 12:30-1 daily)

<p>Weeks: 8</p> <p>Total: 200 hours</p>	<p><i>Introduction/Phase I</i></p> <p>Learn the fundamentals of dermanalysis, facial manipulation and equipment, plant aromaology and makeup, as you study the related sciences of anatomy and histology, along with state safety requirements. You will combine theoretical knowledge and hands-on experience.</p>
<p>Weeks: 8</p> <p>Total: 200 hours</p>	<p><i>Phase II</i></p> <p>Apply knowledge through clinic experiences while you increase your understanding in the classroom. In this session you will refine your skills and gain the expertise you need to meet the Institute’s skin care and makeup service standards and State safety requirements.</p>
<p>Weeks: 8</p> <p>Total: 200 hours</p>	<p><i>Phase III</i></p> <p>Learn strategies to get a job. Fine-tune your accuracy, concentration and speed. You will have the competency required for the skill certification exam, as well as the theoretical knowledge needed to pass the written and practical exams required by this Institute and the State for licensure. Start your career in skin care and makeup!</p>

The 600 clock hour Esthiology program has instructor led classroom and clinical training as well as practical hands-on application. Individuals who enroll in this program will learn to perform facials, waxing and sugaring, make-up application, business development, wellness and retail knowledge.

The Esthiology curriculum provides skin care training with an emphasis on using pure plant and plant essences in treatment. Upon completion, students will have the skills to seek employment as a skin care specialist, spa manager or spa owner with the knowledge of Aveda products and spa techniques.

The objectives of the esthetics program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student’s success. Each phase of the students’ education emphasizes a different combination of learning approaches.

All programs at the institution are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: ESTHIOLOGY	HOURS REQUIRED
THEORY	75
STERILIZATION, SANITATION, BACTERIOLOGY	75
FACIALS	350
SALON BUSINESS, RETAIL SALES	50
AVEDA TECHNIQUES	50
Total	600

INSTRUCTOR

FOLLOWING SOUND TRAINING PRINCIPLES, THE 1000-HOUR PROGRAM PROVIDES AN OPPORTUNITY FOR EACH STUDENT INSTRUCTOR TO OBSERVE AND ASSIST EXPERIENCED INSTRUCTORS AS WELL AS TO THOROUGHLY STUDY THE PRINCIPLES OF TEACHING. THE PROGRAM PERMITS TRAINEES TO APPLY, IN A CLASSROOM ATMOSPHERE, THE PRACTICES AND THEORIES TO WHICH THEY ARE EXPOSED AS THE PROGRAM UNFOLDS.

Program Schedule

39 weeks

Days: Monday, Tuesday, Wednesday or Thursday, Friday, Saturday

Hours: 9:00 a.m.-6:00 p.m. (Saturday 8:00 a.m. – 5:00 p.m.)

<p>Weeks 1-2 Total: 80 hours</p>	<p>Introduction/Phase I The trainee is introduced to the operational procedures of the Institute. The student will learn the scientific reason for procedures used in the industry.</p>
<p>Weeks 3-5</p>	<p>Phase II The student will observe instructors’ teaching methods and skills in order to utilize them in their student teaching. The student will observe both classroom and clinical practices, and learn to use visual aids.</p>
<p>Weeks 6-25 Miscellaneous: 40 hours</p>	<p>Phase III This unit allows the student to prepare and teach practical and theory classes. You will assist the instructor in clinic supervision, testing, student evaluation, preparing students for skill certification and classroom management. You will prepare for the Institute’s skill certification exams and the NM State Board licensing exams.</p>

The 1000 clock hour Instructor program strives to meet the unique needs of those who wish to teach the adult learner. This course gives these licensed professionals the skills needed to educate and guide students to be successful in their chosen careers, hands on practical training with actual students, and theory needed for the written and practical state board exam. Upon completion, students will have the skills to seek employment as an instructor with the knowledge of Aveda products and spa techniques.

The objectives of the instructor program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student’s success. Each phase of the students’ education emphasizes a different combination of learning approaches.

All programs at the institution are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: INSTRUCTOR	HOURS REQUIRED
THEORY	75
COURSE DEVELOPMENT AND LESSON PLANNING	100
TEACHING METHODS	100
TEACHING AIDS	50
THEORY TEACHING AND CLASSROOM MANAGEMENT	200
TESTING AND STUDENT EVALUATION	50
LABORATORY SUPERVISION	300
AVEDA TECHNIQUES	125
TOTAL	1000

BARBERING

EXPRESS YOUR CREATIVITY AND TALENT IN HAIR, SKIN, NAIL CARE, AND MAKEUP APPLICATION. OUR BARBERING COURSE INCORPORATES 1200 HOURS OF EXTENSIVE HANDS-ON LEARNING TO PROVIDE YOU A COMPLETE UNDERSTANDING OF BARBERING AND WELLNESS. UPON COMPLETION, YOU WILL BE PREPARED FOR A CAREER AS A BARBER, MAKEUP ARTIST OR SALON OWNER.

Program Schedule:

48 weeks

Days: Monday, Tuesday and Wednesday; 9:00 a.m. – 6:00 p.m. (Lunch 1-1:30 daily)

<p>Weeks: 12</p> <p>Total: 306 hours</p>	<p>Phase 1</p> <p>Start by learning the fundamentals of cutting, styling, chemical restructuring of hair; skin &, makeup, and the related sciences. Lectures, demonstrations and workshops concentrate on developing skill and accuracy and reinforcing classroom knowledge. This unit also covers state safety requirements.</p>
<p>Weeks: 12</p> <p>Total: 306 hours</p>	<p>Phase 2</p> <p>Explore the latest trends and techniques in coloring, permanent waving, and chemical restructuring. Clinic practice allows you to become increasingly confident in your abilities as you begin to learn vital employment and career-advancing skills.</p>
<p>Weeks: 12</p> <p>Total: 306 hours</p>	<p>Phase 3</p> <p>Launch your career with in-depth training in client service, time management, self-promotion, goal setting, merchandising and entrepreneurship. You will demonstrate competency in all tasks required for the skill certification exam, and possess the theoretical knowledge to pass the written and practical exams required by this Institute and the state for licensure.</p>
<p>Weeks: 12</p> <p>Total: 306 hours</p>	<p>It is time to realize your dreams as a professional. You will continue to increase your speed, accuracy, and concentration by participating in special education featuring industry leaders. Upon completion of all practical and theory exams, you will be prepared to test for the state cosmetology examinations.</p>

The 1200 clock hour Barbering program has instructor led classroom and clinical training as well as practical hands-on application. The student will learn the technical, personal and business skills to prepare for the work in a professional salon as a barber, retail sales specialist, barber shop manager or barber shop owner with a focus on Aveda techniques and products.

The objectives of the barbering program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student’s success. Each phase of the students’ education emphasizes a different combination of learning approaches.

All programs at the institution are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: BARBERING	HOURS REQUIRED
THEORY	75
STERILIZATION, SANITATION, BACTERIOLOGY	75
SHAMPOO, RINSES, SCALP TREATMENTS	75
CHEMICAL REARRANGING - PERMS AND RELAXERS	200
HAIRSTYLING	150
HAIR COLORING - BLEACHING	125
HAIR CUTTING AND BEARD TRIMMING	250
FACIALS	175
SALON BUSINESS, RETAIL SALES	50
Aveda Techniques	25
Total	1200

MANICURING/PEDICURING

EXPRESS YOUR CREATIVITY AND TALENT IN NAIL CARE. OUR MANICURING/PEDICURING COURSE INCORPORATES 500 HOURS OF EXTENSIVE HANDS-ON LEARNING TO PROVIDE YOU A COMPLETE UNDERSTANDING OF BEAUTY AND WELLNESS. UPON COMPLETION, YOU WILL BE PREPARED FOR A CAREER AS A HAIR STYLIST OR TECHNICIAN, MAKEUP ARTIST OR SALON OWNER.

Disclosure: The New Mexico state requirement in hours for the manicuring/pedicuring is 400 clock hours. However, this institution requires students in the manicuring/pedicuring program to complete 500 clock hours of approved training. The additional 100 hours includes advanced training in manicuring and pedicuring Aveda techniques, and more hands-on experience benefiting the student’s education and career readiness and meeting industry demands.

Program Schedule:

21 weeks

Days: Tuesday , Wednesday and Thursday 9:00 a.m. – 5:30 p.m. (lunch 12:30 - 1 daily)

<p><i>Weeks: 7</i></p> <p>Total: 167 hours</p>	<p><i>Phase 1</i> Start by learning the fundamentals of nail care and the related sciences. Lectures, demonstrations and workshops concentrate on developing skill and accuracy and reinforcing classroom knowledge. This unit also covers state safety requirements.</p>
<p><i>Weeks: 7</i></p> <p>Total: 167 hours</p>	<p><i>Phase 2</i> Explore the latest trends and techniques in nail restructuring. Clinic practice allows you to become increasingly confident in your abilities as you begin to learn vital employment and career-advancing skills.</p>
<p><i>Weeks: 7</i></p> <p>Total: 167 hours</p>	<p><i>Phase 3</i> Launch your career with in-depth training in client service, time management, self-promotion, goal setting, merchandising and entrepreneurship. You will demonstrate competency in all tasks required for the skill certification exam, and possess the theoretical knowledge to pass the written and practical exams required by this Institute and the state for licensure.</p>

The 500 clock hour Manicuring/Pedicuring program has instructor led classroom and clinical training as well as practical hands-on application. Individuals who enroll in this program will learn to perform nail care, spa pedicures, business development, wellness and retail knowledge.

The Manicuring/Pedicuring curriculum provides manicuring training with an emphasis on using pure plant and plant essences in treatment. Upon completion, students will have the skills to seek employment as a nail care specialist, nail salon manager or owner with the knowledge of Aveda products and spa techniques.

The objectives of the program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student’s success. Each phase of the students’ education emphasizes a different combination of learning approaches.

All programs at the institution are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: MANICURING/PEDICURING	HOURS REQUIRED
THEORY	75
STERILIZATION, SANITATION, BACTERIOLOGY	75
MANICURING/PEDICURING	175
SALON BUSINESS, RETAIL SALES	50
AVEDA TECHNIQUES	125
TOTAL	500

MANICURING/ESTHIOLOGY

(COURSE NOT OFFERED AT THIS TIME)

EXPRESS YOUR CREATIVITY AND TALENT IN SKIN, NAIL CARE, AND MAKEUP APPLICATION. OUR MANICURING/ESTHIOLOGY COURSE INCORPORATES 900 HOURS OF EXTENSIVE HANDS-ON LEARNING TO PROVIDE YOU A COMPLETE UNDERSTANDING OF BEAUTY AND WELLNESS. UPON COMPLETION, YOU WILL BE PREPARED FOR A CAREER AS A HAIR STYLIST OR TECHNICIAN, MAKEUP ARTIST OR SALON OWNER.

Program Schedule:

37.5 weeks

Days: Monday, Tuesday and Wednesday 9:00 a.m. – 5:30 p.m.

<p>Weeks: 16</p> <p>Total: 400 hours</p>	<p>Introduction/Phase I Start by learning the fundamentals of skin, nail care, makeup, and the related sciences. Lectures, demonstrations and workshops concentrate on developing skill and accuracy and reinforcing classroom knowledge. This unit also covers state safety requirements.</p>
<p>Weeks: 16</p> <p>Total: 300 hours</p>	<p>Phase II Explore the latest trends and techniques in nail care and skin care. Clinic practice allows you to become increasingly confident in your abilities as you begin to learn vital employment and career-advancing skills.</p>
<p>Weeks: 11</p> <p>Total: 200 hours</p>	<p>Phase III Launch your career with in-depth training in client service, time management, self-promotion, goal setting, merchandising and entrepreneurship. You will demonstrate competency in all tasks required for the skill certification exam, and possess the theoretical knowledge to pass the written and practical exams required by this Institute and the state for licensure.</p>

The 900 clock hour Manicuring/Esthiology program has instructor led classroom and clinical training as well as practical hands-on application. Individuals who enroll in this program will learn to perform facials, waxing and sugaring, make-up application, nail care, nail treatments, advanced nail services, business development, wellness and retail knowledge.

The Manicuring curriculum provides manicuring training with an emphasis on using pure plant and plant essences in treatment. Upon completion, students will have the skills to seek employment as a nail care specialist, nail salon manager or owner with the knowledge of Aveda products and spa techniques. The Esthiology curriculum provides skin care training with an emphasis on using pure plant and plant essences in treatment. Upon completion, students will have the skills to seek employment as a skin care specialist, spa manager or spa owner with the knowledge of Aveda products and spa techniques.

The objectives of the program is to prepare students for the state licensing examination, and give students the advanced training needed to enter into the chosen profession with the knowledge to compete with licensed professionals.

Training encompasses three types of learning; theoretical knowledge, the foundation of the students education, practical experience, the application of knowledge, and professional business building skills, which are vital for the student’s success. Each phase of the students’ education emphasizes a different combination of learning approaches.

All programs are taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overhead projectors, PowerPoint presentations, and internet research. All programs are offered in the English language only.

Grading for All Programs

Numerical grades are considered according to the following:

1. Theory – test scores, written assignments and projects
2. Practical – hands-on demonstration of skills, techniques and procedures
3. Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

The instructional program meets or exceeds the State requirements:

SUBJECT: MANICURING/ESTHIOLOGY	HOURS REQUIRED
THEORY	100
STERILIZATION, SANITATION, BACTERIOLOGY	150
FACIALS	350
MANICURING/PEDICURING	175
SALON BUSINESS, RETAIL SALES	75
AVEDA TECHNIQUES	50
TOTAL	900

Administrative and Instructional Staff

Aveda Institute New Mexico

This is the place! Aveda Institute New Mexico is an AVEDA Share Educational Facility located in Albuquerque, a city called the most culturally diverse city in the country with a balance of prehistoric past and a high-tech present. The facility is 3300 square feet, esthetically modern and conducive to a learning atmosphere. It includes high-tech equipment, access to student lockers, and a peaceful clean working atmosphere.

Client Serviced Areas

A diverse array of clients comes to the Aveda Institute New Mexico for beauty and wellness services. As a student, you will have the opportunity to perform a spectrum of hair, skin, nail and body services in virtual salon settings equipped with the necessary learning tools and equipment, under the supervision of instructors.

Student Classrooms

The classrooms are designed to be a learning atmosphere void of distractions. Audio-visual equipment is readily available.

Administrative Offices

Administrative offices are available for student conferences which offer privacy if the need arises.

Environmental Lifestyle Retail Center

A retail center for hair, skin, body care, accessories and makeup needs is available to assist the student with an opportunity to practice service and retailing skills.

Administrative Staff

Mark Gonzales Owner/President and CEO Mark Pardo Institute NM LLC

- Institute Director/Fiscal Officer

Cynthia Chacon - Administrator

Elena Naranjo - Financial Aid Director

Alexandra Weber - Student Services

Monica Trujillo - Recruiter/ Admissions

- Guest Services Team Lead

Adelaida Garcia - Retail Advisors

Instructional Staff

Jean (Dillon) Spranley

Victoria Marquez-Medran

Kristina Watts

Alexandria Barela

Jamie Watts

Emily Kohen

Chance Beavers

Wesley Toya

Bridget Trujillo

Mariquitta Sanders

Darlene Gallegos

Emma Schanwald

Admissions

Notice of Non-Discrimination

The Aveda Institute New Mexico does not discriminate on the basis of sex, age, race, color, ethnic origin, religion, or disability.

The Aveda Institute New Mexico does not recruit students already attending or admitted to another school offering a similar program of study.

The Interview

An informational interview will inform applicants of the programs in general, various employment opportunities within the field, potential earnings, physical industry demands and safety requirements, admission and licensing requirements, course content, requirements, class schedules, graduation requirements, financial obligation to the Institute, the refund policy and the student's right to know.

The Admissions Requirements must be met prior to signing the enrollment agreement:

- All applicants must complete an Application for Enrollment.
- Pay the applicable application fee of \$100.00, which is non-refundable.
- Register with the NM State Board of Barbers and Cosmetologists:
 - money order in the amount of \$25.00 (*this fee is refundable should the NM State Board of Barbers and Cosmetologists refuse the application*).
 - 2 Passport type 2x2 photos (color head & shoulder shots)
- Letter of Intent (including goals, aspirations and intentions for attending)
- Provide proof of age in the form of a **government** issued photo ID (e.g. Driver's License, Photo ID, and/or Passport).
- Submit evidence of having graduated from a United States high school OR successful completion of the equivalent by providing one of the following:
 - copy of a high school diploma
 - copy of a high school transcript showing completion date
 - copy of a GED or transcript
 - copy of a state issued credential for secondary school completion if homeschooled.
 - Foreign Diplomas: Must have evidence that verification of a foreign student's high school diploma has been performed by an outside agency that is qualified to translate documents into English and confirm the academic equivalence to a high school diploma.

Applicants for the Instructor course of study must meet the above criteria and:

- Have met all of the above admissions requirements and submit proof of licensure as a practitioner license.

Ability to Benefit

The Aveda Institute New Mexico does not currently admit Ability to Benefit students.

Transfers

We accept transfer students from an Aveda Institute only and after careful evaluation of the student's academic records. The only exception would be in the case of a student transferring in from a closed institution. Each transfer must submit a sealed official transcript from the Aveda Institute attended. Transfer students pay current hourly rate for tuition and fees. Transfer students may begin at the foundation phase of training.

Re-entry students

Students who have been terminated or withdrew from school may re-enroll after waiting a period of 180 calendar days (if determined eligible), however these students will be responsible to pay any remaining balance from the previous enrollment that cannot be covered with reinstated federal funds, in addition to the current rate of tuition. Students will pay a \$100 non-refundable application fee. All re-enrolling students will be evaluated by the school Director for placement in the curriculum and kit needs. Re-enrolling students may be required to purchase the current school kit. Students applying for re-entry or transfer-in from other schools may be required, as a condition of enrollment, to bring delinquent prior student loans to a current status. A determination of Satisfactory Academic Progress was documented at the time of withdrawal. That determination of status will apply to the student at the time they return to school. Students re-entering will begin in the same progress status at the time of withdrawal. Re-enrollment is at the discretion of the school administration.

Accreditation / State Agencies

Policy on Evaluating the Validity of High School Diplomas

Regulation 34 CFR 668.16 (p) requires Title IV schools to establish policies and procedures to confirm the authenticity of high school diplomas in the event that the school or the Secretary of the U.S. Department of Education has reason to question the validity of a student's high school diploma.

The Aveda Institute New Mexico may require further documentation in the form of a certified copy of final high school transcripts for the high school in question or information from a company that evaluates foreign diplomas (in the case of a foreign diploma). Student self-certification is not considered sufficient proof of validity.

In addition to checking online for further information about the school issuing the diploma and its accreditation, the school may also contact the Department of Education in the state in which the diploma was issued to determine if the school listed on the diploma is on the state list of recognized schools.

The school maintains a list of known diploma mills for the admissions staff to check when receiving a diploma from an unknown and questionable source. It is understood that this list may not be all inclusive as there are hundreds of diploma mills some known and some not currently known. It is also understood that the list of schools in the FAFSA drop down box online also may not be all inclusive.

The school makes every reasonable effort to verify the validity of questionable high school diplomas.

Name and address of the Institute’s State Agencies:

NM Higher Education Department
2044 Galisteo Street, Suite 4
Santa Fe, NM 87505-2100
505-476-8400

New Mexico State Board of Barbers and Cosmetologist

P.O. Box 25101
Santa Fe, New Mexico 87504
505-476-4642

Name and Address of the Institute’s Accreditation Agency: (Accreditation on probation)

NACCAS
3015 Colvin St
Alexandria, VA 22314
703-600-7600 or www.naccas.org

Holidays (Observed)

New Year’s Day M.L. King Jr Day Memorial Day Juneteenth Day
Independence Day Labor Day Veterans Day
Thanksgiving Break November 22, 23,24,25 & 26 of 2023
Winter Break December 23,24,25,26 & 27 of 2023
Thanksgiving Break November 27,28,29,30, December 1 of 2024
Winter Break December 23,24,25,26,27,28 of 2024

Scheduled Inservice Days

2023: February 2nd May 3rd August 3rd November 1st
2024: February 8th May 1st August 1st November 6th

Scheduled Start Dates

The cosmetology classes begin approximately every month depending on holiday breaks; if the Start Date falls on a holiday, the start date will be scheduled for the following week. Cosmetology class schedules are Monday, Tuesday, Wednesday from 9:00am – 6:00pm (1/2 hour lunch); Thursday, Friday, *Saturday from 9:00am – 5:00pm (1/2 hour lunch) (*Saturday classes are scheduled from 8:00am – 5:00pm 1/2 hour lunch). Exact Start Dates are available from an Admissions Representative and are subject to change.

The esthiology class schedules are Monday, Tuesday, Wednesday or Tuesday, Wednesday, Thursday or Thursday, Friday, Saturday from 9:00am – 5:30pm (1/2 hour lunch) classes begin approximately every two months depending on holiday. If the start date falls on a holiday, the start date will be scheduled for the following week. Exact Start Dates are available from an Admissions Representative and are subject to change.

The barber classes begin approximately every three months depending on holiday breaks; if the Start Date falls on a holiday, the start date will be scheduled for the following week. Cosmetology class schedules are Monday, Tuesday, Wednesday from 9:00am – 6:00pm (1/2 hour lunch). Exact Start Dates are available from an Admissions Representative and are subject to change.

The manicuring/pedicuring class schedules are Monday, Tuesday, Wednesday or Thursday, Friday, Saturday from 9:00am – 5:30pm (1/2 hour lunch). Exact Start Dates are available from an Admissions Representative and are subject to change.

Manicuring/Esthiology, Instructor class times are not offered at this time

Tuition Breakdown

Tuition Effective July 2022

****Prices are subject to change without notice***

Cosmetology			Esthiology		
1600 Hours			600 Hours		
Fees	Tuition	\$15,450.00	Fees	Tuition	\$8,650.00
	Kit	\$2,200.00		Kit	\$2,000.00
	Application Fee	\$100.00		Application Fee	\$100.00
	NM State Tax	\$1,368.00		NM State Tax	\$825.00
	Total	\$19,118.00		Total	\$11,575.00

Instructor			Barber		
1000 Hours			1200 Hours		
Fees	Tuition	\$8,031.00	Fees	Tuition	\$13,000.00
	Kit	\$520.00		Kit	\$2,400.00
	Application Fee	\$100.00		Application Fee	\$100.00
	NM State Tax	\$663.00		NM State Tax	\$1,194.00
	Total	\$9,314.00		Total	\$16,694.00

Manicuring/Pedicuring			Manicuring/Esthiology		
500 Hours			900 Hours (not offered at this time)		
Fees	Tuition	\$3,854.00	Fees	Tuition	\$9,000.00
	Kit	\$1,583.00		Kit	\$1,000.00
	Application Fee	\$100.00		Application Fee	\$100.00
	NM State Tax	\$421.00		NM State Tax	\$775.00
	Total	\$5,958.00		Total	\$10,875.00

Kits

The cost for the student equipment required to be purchased without exception in order for the Purchaser/Student to participate in said selected program. This includes, without limitation, instruments, equipment and any other items related to instruction that the school may require a student to purchase for use while in school. Kits must be purchased from the school due to the proprietary items in the kits. The student is responsible for all charges of their kit.

Any kit items not available due to supply issues will be communicated to the student. Items may be replaced with comparable items as needed in the case of supply issues outside of the control of the Aveda Institute New Mexico. The course required kit and its contents are subject to change, at the discretion of the school administration, at any time. Kits are for educational purposes only; for students to perform services. To ensure the safety of students and others, students are advised to access only the items they have been trained to use in their educational environment. Student kits must be complete at all times. Any missing or damaged items must be replaced by the student within 1 week. Aveda Institute New Mexico is not responsible for lost or stolen items.

The student understands that for sanitary reasons the entire kit they are receiving is not returnable or refundable once opened. The student should understand that he/she may be required to incur additional costs for miscellaneous supplies, other than those included in the established costs.

Payment Options

Methods of payment include cash, check, money orders, credit cards, Title IV funding, or through non-federal, agency or loan programs.

We offer an installment plan without interest where a student makes payments directly to the Institute while in school, however, the entire balance must be paid monthly in order to be fully paid by completion of the program

Federal Student Aid

Aveda Institute New Mexico is approved as an eligible institution for those students who qualify to receive Title IV Federal Financial Aid. Please fill out the Free Application for Federal Student Aid (FAFSA) at www.studentaid.gov. **Our Federal School Code is 041745.**

Students can access our Net Price Calculator in addition to the College Navigator link located on our website at www.avedanm.com for additional information regarding our programs.

Federal Student Aid Programs

Federal Grants: The Federal Pell Grant is a need based aid program in which an eligible recipient does not have to repay the funds received; eligibility is determined by the US Department of Education upon completion and submission of the FAFSA application.

Federal Direct Loan Program: The federal loan program has been made available by the US Department of Education which allows students to borrow funds at a low interest rate. These loans are the Federal Direct Subsidized loan, Federal Direct Unsubsidized loan and the Federal Direct Parent PLUS loans.

Federal Direct Subsidized Loan: This is a need-based-loan for which the federal government pay the interest until repayment begins and during any period of deferment. This is a loan and recipients must begin making payments at the end of their six-month grace period.

Federal Direct Unsubsidized Loan: This is a non-need-based loan for which the federal government does not pay the interest. Interest begins to accrue after the loan has been fully disbursed. The recipient has the option to pay the interest or defer payment of the interest until after the grace period; any unpaid, accrued interest will become principal at the end of the grace period.

Federal Direct Parent PLUS Loan: This loan is available to parents of Dependent Undergraduate students to help pay for educational costs; make note that this loan is a credit based loan and the responsibility of repayment is that of the parent who took out the loan.

Federal Direct Loan Consolidation: A student has the ability to consolidate their Federal Direct Subsidized and Unsubsidized student loans. The student's federal loan servicer can advise the best option for the student. ***Parent PLUS loans cannot be consolidated with the student's federal loans.***

Cost of Attendance Budget (COA)

It is a requirement of the US Department of Education that a Cost of Attendance Budget is calculated to determine subsidized loan eligibility. The Cost of Attendance Budget includes an average allowance for room & board, transportation, miscellaneous living expenses, loan fees, and, if applicable, child care and expenses related to disability. Disability expenses will be considered in the budget calculation on a case-by-case basis. Tuition, Fees, Kit and Books are

also included in the Cost of Attendance budget when calculating financial aid eligibility; the budget is calculated according to which Program the student is enrolled in.

Other Financial Resources

Private Scholarships

A number of organizations and corporations offer scholarships. Check with your employer or parents' employers for available scholarship programs.

Native American Scholarship

There are Native American Education scholarships available. Information can be obtained from tribal officials or through the Bureau of Indian Affairs. Eligibility is determined by the awarding agency.

Financing Services

The Institute offers an in school payment plan with no interest. Please inquire with Student Services.

Veteran Educational Benefits

If you are an honorably discharged veteran of the armed forces or a dependent of a deceased veteran, you may apply for veterans educational benefits. Please contact the Veterans Administration Office to determine eligibility and/or further information.

In accordance with Title 38 US Code 3679(e), this educational institution adopts the following additional provisions for any students using U.S. Department of Veterans Affairs (VA) Post-9/11 GI Bill® (Ch. 33) or Vocational Rehabilitation & Employment benefits, while payment to the institution is pending from VA. This educational institution will not:

- Prevent the student's enrollment;
- Assess a late penalty fee to the student;
- Drop a student for the first 30 days because of non payment;
- Require the student to secure alternative or additional funding;
- Deny the student access to any resources (access to classes, libraries, or other institutional facilities)

available to other students who have satisfied their tuition and fee bills to the institution.

Financial and Academic Records

Cumulative academic records, financial records, and advisement records are kept at the school for a period of three (3) years for VA students, Upon written request by the student, transcripts and all other records are available for review.

Placement

The Aveda Institute New Mexico does not guarantee job placement. However, the institution regularly invites guest speakers from its network of many salons to provide the students with information regarding job opportunities. The institution also gives the students the opportunity to take advantage of the Externship Program. The Institution provides the students with a Job Opportunity Board in each Program.

Academic and Career Advising

The Aveda Institute New Mexico provides academic counseling to all students. We will help you with tutoring should you experience challenges in meeting the minimum performance standards and course requirements as set by the Institute and the State of New Mexico.

Professionalism is taught in Phase 4 which covers resume development, interview preparation, and job search skills.

The orientation program provides, at a minimum, information about the instructional course or program, the educational objectives of each course or program, administrative policies affecting students, and support services available to students.

Professional Referral Policy

If you experience personal challenges, Aveda Institute New Mexico encourages students to contact the Crisis Hotlines in Albuquerque for assistance. Consultants, who provide counseling referrals to a network of professionals, staff the hotline. The number is 1-855-662-7474.

Externship Program

Students enrolled in the Cosmetology program may, at the school's option, participate in an externship program upon completion of seventy-five percent (1200 clock hours) of the contracted course of study. Students enrolled in the Barber program may, at the school's option, participate in an externship program upon completion of seventy-five percent (900 clock hours) of the contracted course of study.

The externship program will allow students to train in a licensed establishment for one day or up to eight hours per week until graduation. The training will be supervised by a designated salon licensee and will include any activity that is routine in a salon except offering complete services on the public. The student will be allowed, for example, to perform receptionist duties, ASSIST stylists with salon services; perform inventory or dispensary activities, sanitation duties, etc. Students will NOT be allowed to take appointments for complete services or apply chemicals (specifically hair color or bleach, perm solution, chemical relaxers, or acrylic nail products) to any client. This program will allow students who are nearing graduation to begin a professional relationship with a salon and increase the graduate's opportunities for successful employment after graduation. In addition, it will allow the salon to perform very valuable "on-the-job" training while the student is still in training. In order to qualify for the externship program, the following requirements must be met:

1. the student must have successfully completed seventy-five percent of the contracted course of study;
2. the student must have taken and passed an interim FINAL written and practical examination establishing the individual's qualifications to assist in the establishment;
3. the establishment must agree to and complete a certification of attendance and training completed during the externship. The training must relate to curriculum requirements;
4. the student must apply for and post a student externship permit in the establishment while training in the establishment;
5. the student must meet any other eligibility requirement established by the school;
6. the establishment must notify and obtain permission from each individual client to allow the student to assist in any manner in providing services to the client.
7. the school must accept the training certified by the establishment and include it on the official transcript of training for state board;
8. a school official must make periodic visits to establishments to observe and verify the program is being followed according to requirements.

Salon Establishments are not required to participate in this program. However, if they elect to participate, they must agree to comply with the requirements of the program.

The student will not train for compensation.

The student becomes ineligible to participate in the Externship Program if

- a. Student terminates or withdraws from the course of study
- b. The school elects not to participate in the program
- c. The student completes course of study
- d. The student does not meet requirements as set forth by the Board.
- e. The student does not meet Satisfactory Academic Progress (SAP)

Student externship verification of hours must be turned in on a weekly basis in order to receive credit for hours.

Make Up Hours

A student may be able attend an extra day on top of their weekly schedule in order to make-up hours missed provided that they were determined to be not meeting the 75% attendance requirement monthly or have not maintained Satisfactory Academic Progress (75% Attendance)

Esthiology and Manicuring/Pedicuring students' additional days will be determined by their instructor.

Additional hours can be added at 1250 hours for cosmetology and 900 hours for barber. Hours and days are subject to availability on a non scheduled day and approved on a case by case basis.

Graduate/Alumni Services

The Aveda Institute New Mexico allows graduates of the Institute to take advantage of product discounts; receive advanced training; placement assistance and attend/participate in special events.

Satisfactory Academic Progress Policy (SAP)

The Satisfactory Academic Progress Policy is consistently applied to all students enrolled at the school regardless of form of payment, cash pay or Title IV HEA Program funds. It is printed in the catalog to ensure that all students receive a copy prior to enrollment. The policy complies with the guidelines established by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and the federal regulations established by the United States Department of Education.

EVALUATION PERIODS

Students are evaluated for Satisfactory Academic Progress as follows on clocked (actual) hours:

Program Name	Evaluation Period	Academic Year Length
Cosmetology	450, 900, and 1250	900
Barbering	450 and 900	900
Instructor	450 and 900	900
Manicuring/Esthiology	450	900
Esthiology	300	600
Manicuring/Pedicuring	250	500

*Transfer Students- Midpoint of the contracted hours or the established evaluation periods, whichever comes first.

Evaluations will determine if the student has met the minimum requirements for satisfactory academic progress. The frequency of evaluations ensures that students have had at least one evaluation by midpoint in the course and/or program, whichever occurs sooner. All periods of enrollment are included in the SAP calculation for Title IV eligibility and otherwise.

Attendance Progress Evaluations

Students are required to attend a minimum of 75% of the hours possible based on the applicable attendance schedule in order to be considered maintaining satisfactory attendance progress. Evaluations are conducted at the end of each evaluation period to determine if the student has met the minimum requirements. The attendance percentage is determined by dividing the total hours accrued by the total number of hours scheduled. At the end of each evaluation period, the school will determine if the student has maintained at least 75% cumulative attendance since the beginning of the course which indicates that, given the same attendance rate, the student will graduate within the maximum time frame allowed.

Maximum Time Frame

The maximum time (which does not exceed 133% of the course length) allowed for students to complete each course at satisfactory academic progress is stated below:

COURSE	MAXIMUM TIME ALLOWED SCHEDULED HOURS
Cosmetology – 1600 clock hours	2128
Barbering – 1200 clock hours	1596
Instructor – 1000 clock hours	1330
Manicuring/Esthiology – 900 clock hours	1197
Esthiology – 600 clock hours	798

The maximum time allowed for transfer students who need less than the full course requirements or part-time students will be determined based on 75% of the scheduled contracted hours. Students who have not completed the course within the maximum timeframe will be terminated from the program.

All courses offered by the institution are clock hour programs and all students attend on a continuous basis. Therefore, we do not offer term or credit hour based programs. Enrollment is based on one period of continuous enrollment which counts towards satisfactory academic progress and maximum time-frame, including any time in that period where a student would not receive Title IV, HEA program funds. The period of enrollment includes, fall, winter, spring, and

Academic Progress Evaluations

The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and a minimum number of practical experiences. Academic learning is evaluated after each unit of study. Practical assignments are evaluated as completed and counted toward course completion only when rated as satisfactory or better. If the performance does not meet satisfactory requirements, it is not counted and the performance must be repeated. At least two comprehensive practical skills evaluations will be conducted during the course of study. Practical skills are evaluated according to text procedures and set forth in practical skills evaluation criteria adopted by the school. Students must maintain a written cumulative grade average of 75% and pass written and practical exams. **Students must make up failed or missed tests and incomplete assignments within two weeks.**

Numerical grades are considered according to the following:

- Theory – test scores, written assignments and projects
- Practical – hands-on demonstration of skills, techniques and procedures
- Clinic – services performed on the clinic/lab

The grading scale is as follows:

95% - 100%	A	Excellent
85% - 94%	B	Above Average
75% - 84%	C	Satisfactory
Below 75%	F	Unsatisfactory

Determination of Progress Status

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory academic progress until the next scheduled evaluation. School staff will review with students a copy of their Satisfactory Academic Progress Determination at the time of each of the evaluations. Students deemed not maintaining Satisfactory Academic Progress may have their Title IV, HEA Funds interrupted, unless the student is on warning.

Warning

Students who fail to meet minimum requirements for attendance or academic progress are placed on warning and considered to be making satisfactory academic progress while during the warning period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the warning period, the student has still not met both the attendance and academic requirements, your Title IV, HEA program funds, as applicable, will be interrupted and you will be responsible for payment of all tuition balances. You will then be required to bring your grades and/or attendance up to satisfactory levels in order to have financial aid reinstated.

Re-establishment of Satisfactory Academic Progress

Students may re-establish satisfactory academic progress and Title IV, HEA program funds, as applicable, by meeting minimum attendance (75%) and academic requirements (75%) by the end of the warning period at the next scheduled evaluation. Students can make up hours during course times the student is not normally scheduled for attendance. Students may begin attending makeup hours as they are needed.

Interruptions, Course Incompletes, Withdrawals

If enrollment is temporarily interrupted for a Leave of Absence, the student will return to school in the same progress status as prior to the leave of absence. Hours elapsed during a leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence and will not be included in the student's cumulative attendance percentage calculation. Students who withdraw prior to completion of the course and wish to re-enroll will return in the same satisfactory academic progress status as at the time of withdrawal. If a student is considering pursuit of a second program, they must graduate or withdraw from the current program. If a student decides to switch a program, the current SAP will start over with the new program. The old program SAP will no longer apply.

Noncredit, Remedial Courses, Repetitions

Noncredit, remedial courses, and repetitions do not apply to this institution. Therefore, these items have no effect upon the school's satisfactory academic progress standards.

Transfer Hours

With regard to Satisfactory Academic Progress, a student's transfer hours will be counted as both attempted and earned hours for the purpose of determining when the allowable maximum time frame has been exhausted. SAP evaluation periods are based on actual contracted hours at the institution.

NOTE: Withdrawal passing/withdrawal failing and appeals are not applicable to this institution.

- **End of SAP Policy** -

Veteran Administration Satisfactory Progress and Advising Policy

In addition to the Satisfactory Academic Progress Policy stated above, all students receiving Veterans Administration Benefits will also be subject to this stricter policy.

All VA students will be evaluated for satisfactory progress and advised on a monthly basis. If the student fails to meet the minimum cumulative academic requirement of 75% and/or the cumulative attendance requirement of 75% they will be notified in writing and placed on probation. A record of this probation status will be documented in the student's file. If the student does not meet the required 75% cumulative attendance and academic requirement by the end of the next month, the VA will be promptly notified of the probation violation which may result in the termination of VA Benefits. Further, this may result in a student debt with the VA and this institution.

Termination Policy

The Institute may terminate a student's enrollment for noncompliance with any of these School Policies; the enrollment contract; or State Laws and Regulations; non-payment of tuition/fees; improper conduct or any action which causes or could cause bodily harm to a client, a student, or employee of the school; willful destruction of school property; any theft or any illegal act; falsifying attendance records; Cheating/Plagiarism; Harassment of another student or staff; Possession or use of Drug/Alcohol on school property; carrying a weapon even with a permit.

Withdrawal Policy

Students who withdraw prior to course completion are required to complete all exit paperwork; Exit Counseling must be completed by all students using Title IV funding, and satisfy all debts owed to the Institute or make payment arrangements approved by the Institute Administration.

Only upon completion of the withdrawal requirements will a certified final transcript of hours be forwarded to the state board. There is a \$20 fee for a certified final transcript of hours if a student requests it. If withdrawal requirements are not met, the official transcript will not be released. Withdrawal fees may be waived based on documented mitigating circumstances.

Access to Cumulative Records

Students and parents or guardians of dependent minors, in regular attendance at Aveda Institute New Mexico, have the right to inspect and review the student's educational, financial, and attendance records to ensure they are accurate, factual, and do not violate the student's privacy or other rights. Students and/or parents should schedule an appointment with an administrative staff member to review the student's records.

Student Information Release Policy

The Aveda Institute New Mexico requires written authorization from a student, or graduate, in order to release academic, attendance, enrollment status, financial and/or any other information to agencies, prospective employers or any other party seeking information about the student. Written authorization is required from the student in order to release information regarding enrollment and progress of a dependent minor to the parent or guardian. NACCAS, the accrediting entity, the NM State Board of Barbers and Cosmetologists, and other government agencies have access to the Student files.

Attendance Policy

There are no excused/unexcused absences. Any and all absences will affect the student's GPA and therefore all academic work must be made up.

Guest appointments are scheduled with the intent that students will be present to perform services. In the circumstance that a student will not be present, the staff should be notified 1 hour prior to scheduled start times (beginning of day and after lunch).

Students who know of an absence in advance must complete an Attendance Tracking Form to be approved and signed by an instructor and an administrator. The notice should be completed at least ten days prior to the anticipated absence.

Attendance at the institution daily is the responsibility of the student. We expect students to attend their full contracted schedule to complete the hours of state-approved training. Students are expected to attend classes as per their enrollment agreement. Students are responsible to clock in and out appropriately to document their hours; the only documentation accepted for student hours is the time clock system.

If a student finds it necessary to be absent, they are required to notify the school by calling the institution (front desk advising team) of the absence **1 hour prior to the scheduled start times**. Phase 1 students must communicate the absence **1 hour prior to the scheduled start times** with their instructor. Students should not plan to leave the institution once the day has begun except for meal breaks

Cosmo/ Barber: M-F 1-1:30 Sat 12:30-1 Esthi: Phase 1 11-11:30, Phase 2-3 12-12:30
Manicure/Pedicure: M-Sat 12:30-1

Attendance Infractions

Listed below are all occurrences/definitions that qualify for attendance infractions, each month you can have up to three occurrences upon the fourth occurrence a suspension day will be given.

- **Tardy:** Any arrival past 5 minutes from scheduled start time is considered tardy.
- **Leave Early:** Leaving prior to 15 minutes from scheduled end time is considered a leave early.
- **No Call No Show:** No communication prior to scheduled start time is considered a NCNS
- **Call Out:** Missed scheduled day that was not communicated by tracking form

*Late arrivals are not permitted past 9:15 am Monday- Friday, 8:15 am Saturday at 9:16am Monday- Friday, 8:16 am Saturday the student entrance door will be locked.

Continued abuse of this policy may result in disciplinary action and termination.

Please remember that taking time off may affect your eligibility and academic year for financial aid if you are not making satisfactory progress and/or miss scheduled hours.

The below suspension charts are based upon program lengths:

Cosmetology Program	Attendance Infractions
1 st Suspension	Disciplinary hearing with Instructor and Lead Instructor
2 nd Suspension	Disciplinary hearing with Instructor, Administration and Lead Instructor
3 rd Suspension	Disciplinary hearing with Instructor, Administration, Lead Instructor and Director
4 th Suspension	Disciplinary hearing with Instructor, Administration, Lead Instructor, Director and Owner

*The student will receive a suspension day on a non theory day during the following month.

Upon fourth suspension the student will be placed on a student accountability contract where they will agree to attend 100% of their scheduled hours for the remainder of the program.

In the event of additional occurrences the student will be terminated from the program for excessive absenteeism and breach of accountability contract.

All suspension days will be included in the total of absent days for a month

Barber Program	Attendance Infractions
1 st Suspension	Disciplinary hearing with Instructor and Lead Instructor
2 nd Suspension	Disciplinary hearing with Instructor, Administration, Lead Instructor and Director
3 rd Suspension	Disciplinary hearing with Instructor, Administration, Lead Instructor, Director and Owner

*The student will receive a suspension day on a non theory day during the following month.

Upon third suspension the student will be placed on a student accountability contract where they will agree to attend 100% of their scheduled hours for the remainder of the program.

In the event of additional occurrences the student will be terminated from the program for excessive absenteeism and breach of accountability contract.

All suspension days will be included in the total of absent days for a month.

Esthiology and Manicuring/Pedicuring Programs	Attendance Infractions
1 st Suspension	Disciplinary hearing with Instructor, Administration, Instructor, Lead Instructor and Director
2 nd Suspension	Disciplinary hearing with Instructor, Administration, Lead Instructor, Director and Owner

*The student will receive a suspension day on a non theory day during the following month.

Upon second suspension the student will be placed on a student accountability contract where they will agree to attend 100% of their scheduled hours for the remainder of the program.

In the event of additional occurrences the student will be terminated from the program for excessive absenteeism and breach of accountability contract.

All suspension days will be included in the total of absent days for a month.

Leave of Absence (LOA)

A student who must take an approved Leave of Absence (LOA) or must withdraw from training will return to school in the same satisfactory academic progress status as prior to the leave of absence. A student may be granted a LOA for any of the following reasons and where there is a reasonable expectation that the student will return from the LOA:

Medical Issues

Personal or Family Related Matters.

The student must follow the institution’s policy in requesting the LOA. The LOA must be requested and approved in writing prior to LOA occurring. In addition, the student is required to list the reason for the LOA and their signature on the LOA form. Emergency LOA, without prior written request, may be granted provided the student completes the LOA form and returns it to the institution via mail or in person within reasonable resolution of the emergency. In an emergency instance, the beginning date of the LOA will be determined to be the first date that the student was absent due to the emergency. The institution will document the reason for the grant of the emergency LOA. A student who is granted a LOA that meets the above-mentioned criteria is not considered to have withdrawn from the institution and a refund calculation is not required.

The maximum time frame for a LOA is 180 calendar days and the minimum is 1 week or 7 calendar days. The institution permits no more than four (4) LOAs provided the total number of days of all LOAs does not exceed 180 calendar days within a 12-month period.

If the student does not return from the LOA by the expiration of the approved leave of absence, the student will be withdrawn from their enrolled program. The institution is required to take attendance and therefore the withdrawal date for the purpose of calculating a refund will be the student's last date of attendance. Additionally, the student's loans will go into repayment after 180 days from the last date of attendance.

The student's contract end date and maximum time frame will be extended for the same number of days the student was on the LOA without any additional institutional charges or penalty to the student. Changes to the contract period on the enrollment agreement must be initiated by all parties or an addendum must be signed and dated by all parties.

Institutional Refund and Return to Title IV Funds Policies

The Return of Title IV Funds policy and the Institutional Refund Policy (as mentioned below) are two separate policies that do not match. The requirements for The Return of Title IV program funds when a student withdraws are separate from, and in addition to, the Institutional Refund Policy for those students who have received Title IV funds. Students who do not receive Title IV funds will only be subject to the Institutional Refund Policy.

For those students who received Title IV HEA funds, it should be noted that once the Return to Title IV funds calculation has been completed the student may still owe funds to the school to cover unpaid institutional charges as a result of the Institutional Refund calculation. The student may also incur charges for any Title IV program funds that the school was required to return as a result of the Return to Title IV funds calculation. For example, if a student withdraws at 50% of their scheduled hours, 100% of tuition will be earned by the institution. However, the institution will be required to refund 50% back to Title IV. If the student used Title IV to pay all of their charges, they will now owe the institution 50% of the charges after the 50% refund is sent back to Title IV funding

Institutional Refund Policy – Notice of Cancellation (as stated on the enrollment contract)

For applicants who cancel enrollment or students who withdraw from enrollment a fair and equitable settlement will apply. The following policy will apply to all terminations for any reason, by either party, including student decision, course or program cancellation, or school closure.

Any monies due the applicant or students shall be refunded within 45 days of official cancellation or withdrawal. Official cancellation or withdrawal shall occur on the earlier of the dates that:

1. An applicant is not accepted by the school. The applicant shall be entitled to a refund of all monies paid less the \$100 application fee
2. A student (or legal guardian) cancels his/her enrollment in writing within three business days of signing the enrollment agreement. In this case all monies collected by the school shall be refunded except the non-refundable \$100 application fee, regardless of whether

or not the student has actually started classes.

3. A student cancels his/her enrollment after three business days of signing the contract but prior to starting classes. In these cases he/she shall be entitled to a refund of all monies paid to the school less the non-refundable application fee of \$100.
4. A student notifies the institution of his/her withdrawal in writing.
5. A student on an approved leave of absence notifies the school that he/she will not be returning. The date of withdrawal shall be the earlier of the date of expiration of the leave of absence or the date the student notifies the institution that the student will not be returning.
6. A student is expelled by the school. (Unofficial withdrawals will be determined by the institution by monitoring attendance at least every 14 calendar days.)
7. In type 2, 3, 4 or 5, official cancellations or withdrawals, the cancellation date will be determined by the postmark on the written notification, or the date said notification is delivered to the school administrator or owner in person.
- For students who enroll and begin classes but withdraw prior to course completion (after three business days of signing the contract), the following schedule of tuition earned by the school applies. All refunds are based on scheduled hours:

PERCENT OF SCHEDULED TIME ENROLLED TO TOTAL COURSE/PROGRAM	TOTAL TUITION SCHOOL SHALL RECEIVE/RETAIN
0.01% to 04.9%	20%
5% to 09.9%	30%
10% to 14.9%	40%
15% to 24.9%	45%
25% to 49.9%	70%
50% and over	100%

- All refunds will be calculated based on the students last date of attendance. Any monies due a student who withdraws shall be refunded within 45 days of a determination that a student has withdrawn, whether officially or unofficially. In the case of disabling illness or injury, death in the student's immediate family or other documented mitigating circumstances, a reasonable and fair refund settlement will be made. If permanently closed or no longer offering instruction after a student has enrolled, the school will provide a pro rata refund of tuition to the student OR provide course completion through a pre-arranged teach out agreement with another institution. If the course is canceled subsequent to a student's enrollment, the school will either provide a full refund of all monies paid or completion of the course. If the course is canceled after students have enrolled and instruction has begun, the school shall provide a pro rata refund for all students transferring to another school based on the hours accepted by the receiving school OR provide completion of the course OR participate in a Teach-Out Agreement OR provide a full refund of all monies paid.
- Students who withdraw or terminate prior to course completion are charged a termination fee of \$150.00. This refund policy applies to tuition and fees charged in the enrollment agreement. Other miscellaneous charges the student may have incurred at the institution (EG: extra kit materials, kit/books, products, unreturned school property, time cards, etc.)

will be calculated separately at the time of withdrawal. All fees are identified in the catalog and in this enrollment agreement.

- On the first day the student is issued an iPad, a digital curriculum license and workbook. Should he/she drop after the first 3 days of class they are responsible for the cost of these items. (\$677 Cosmetology/ \$577 Esthiology/ \$708 Barber / \$619 Manicuring/Pedicuring)
- If promissory notes or contracts for tuition are sold or discounted to third parties, the institution and/or third party must comply with this cancellation and settlement policy.
- If a Title IV financial aid recipient withdraws prior to course completion, a calculation for return of TIV funds will be completed and any applicable returns by the school shall be paid, as applicable. The order of returns is: Unsubsidized Federal Stafford Student Loan; Subsidized Federal Stafford Student Loan; Parent Loan for Undergraduate Students (PLUS); Federal Pell Grant; and, Other Federal, State, Private, and Institutional student assistance programs; and last to the student. After all applicable returns to TIV aid have been made, this refund policy will apply to determine the amount earned by the school and owed by the student. If the student has received personal payments of Title IV aid, he/she may be required to refund the aid to the applicable program.

Return of Title IV Funds

The law specifies how your school must determine the amount of Title IV program assistance that you earn if you withdraw from school. The Title IV programs that are covered by this law are: Federal Pell Grants; Unsubsidized Federal Stafford Student Loan; Subsidized Federal Stafford Student Loan; Parent Loan for Undergraduate Students (PLUS).

Determination Date/Withdrawal Date (Official/Unofficial Withdrawal): The last date of attendance would be the last day the student was physically in attendance at the school. A withdrawal date on a student who had been previously attending could be up to, but not to exceeding, 14 calendar days from that student's actual last date of attendance. An active student officially withdraws when they notify the school's administrative office of their intention to withdraw from school. An active student is considered unofficially withdrawn when they have been absent for 14 calendar days from their last date of physical attendance without notifying the school's administrative office.

When you withdraw during your payment period the amount of Title IV program assistance that you have earned up to that point is determined by a specific formula. If you received (or your school or parent received on your behalf) less assistance than the amount that you earned, you may be able to receive those additional funds. If you received more assistance than you earned, the excess funds must be returned by the school and/or you.

The amount of assistance that you have earned is determined on a pro-rata basis. For example, if you completed 30% of the scheduled hours in your payment period, you earn 30% of the assistance you were originally scheduled to receive. Once you have completed more than 60% of the scheduled hours in your payment period, you earn all the assistance that you were scheduled to receive for that period.

If you did not receive all of the funds that you earned, you may be due a Post-withdrawal

disbursement. Your school may automatically use all or a portion of your Post-withdrawal disbursement of grant funds for tuition, fees, and room and board charges (as contracted with the school). The school needs your permission to use the Post-withdrawal grant disbursement for all other school charges. If you do not give your permission (some schools ask for this when you enroll), you will be offered the funds. However, it may be in your best interest to allow the school to keep the funds to reduce your debt at the school.

If the post-withdrawal disbursement includes loan funds, the School must get the student's permission before it can disburse the loan. Students may choose to decline some or all of the loan funds so that s/he does not incur additional debt. A notice will be sent out to the student, and the signed, original document must be returned to the School within 14 days.

Any amount of unearned grant funds that you must return is called an overpayment. You must make arrangements with your school or the Department of Education to return the unearned grant funds.

Return of Funds by the School

The school will make the refund determination within thirty (30) days from the date of withdraw/termination and return the unearned funds for which the School is responsible as soon as possible, but no later than 45 days after the date of student withdraw/termination.

The school must return the unearned aid for which the school is responsible by repaying funds to the following sources, in order, up to the total net amount disbursed from each source.

Title IV Programs

Unsubsidized Federal Stafford Student Loan;
Subsidized Federal Stafford Student Loan;
Parent Loan for Undergraduate Students (PLUS);
Federal Pell Grant

If you have questions about your Title IV program funds, you can call the Federal Student Aid Information Center at 1-800-4-FEDAID (1-800-433-3243). TTY users may call 1-800-730-8913. Information is also available on Student Aid on the Web at www.studentaid.ed.gov.

Disability Policy

Aveda Institute of New Mexico complies with the Americans with Disabilities Act of 1990; the school facility is wheelchair accessible.

Campus Security Policy

Students and employees of the school are advised to call 911 immediately if they are personally involved in, or witness a crime being committed, in the immediate building or surrounding parking areas. They are further instructed to immediately report the incident to the School Director at their campus. A Crime Reporting Form is available at the campus for reporting any

types of crime, though the Albuquerque Police Department can also be notified directly via calling 911.

The statistics will be made available to any applicant for enrollment or employment upon request and distributed to all employees annually. This information will also be published in the orientation information, which is given to and discussed with all students at orientation. The school does not employ campus law enforcement personnel. The possession, use, and sale of alcoholic beverages and illegal drugs are prohibited on the campus or at any school sponsored function.

If you are the victim of a sexual assault on our campus/parking area, you should report the assault to the School Director. If the assault involves the Director, the incident should be reported to the owner/President of the school. In any case, you should feel free to notify local law enforcement of the assault. Students or staff committing any crime or sexual offense while employed by or enrolled in the Aveda Institute New Mexico face possible suspension or termination at the discretion of the School Director and dependent upon the outcome of the investigation of the crime by law enforcement authorities. In such a case, the accuser and accused are entitled to the same opportunities to have others present during a disciplinary proceeding. Both the accuser and the accused will be informed of the outcome of any institutional disciplinary proceeding brought alleging a sexual offense. Compliance with this paragraph does not constitute a violation of the Family Educational Rights and Privacy Act. The school reserves the right to impose sanctions following a final determination of an institutional disciplinary proceeding regarding rape, acquaintance rape, or other forcible or non-forcible sex offense.

Victims of sexual assault can call the Albuquerque Rape Crisis Center at 505-266-7711

Graduation and Licensing Requirements

Graduation Requirements

In order to graduate from the course of instruction shown in the enrollment contract, the student must (a) successfully complete the number of hours required, (b) have a cumulative GPA and attendance of 75%, (c) complete all practical and theoretical requirements of the Institute (d) complete the payment of all tuition, fees and all charges. Students will graduate with a certificate of completion with the required amount of hours to be licensed.

New Mexico Licensing Requirements

Any person is eligible to be registered as a practitioner and is qualified to receive a license as a registered barber, cosmetologist, manicurist, esthetician, or manicurist/esthetician who submits proof that the applicant:

1. is at least 17 years of age;
2. has an education equivalent to the completion of the second year of high school;
3. has completed the course of study for the license in a licensed school within the preceding 12 months; or for a barber license, proof that the applicant has either

- completed the course of study in a licensed school within the preceding 12 months or has successfully completed a barber apprenticeship program registered by the state apprenticeship agency within the preceding 12 months;
4. has paid the required fees as set forth in these rules; and
 5. has passed the practical and written examination conducted by the board.

Any person is eligible for initial registration or re-registration as an instructor and is qualified to receive a license as an instructor who submits proof that the applicant has met all the above requirements and in addition:

1. has an education equivalent to the completion of four years of high school; and
2. holds a current license in New Mexico as a practitioner in the field in which the applicant is seeking licensure as an instructor.

Disclosure: Please refer to the New Mexico Board of Barbers and Cosmetologists; Rules and Laws; Section 61-17A-21. Grounds for refusal to issue, renew, suspend or revoke a license and therefore why an individual may not be able to become licensed and find gainful employment in their chosen field.

Aveda Institute New Mexico Policies and Standards of Conduct

In keeping with the Institute's Mission Statement, the policies and standards of conduct are established to inspire personal and professional development. They comply with the standards to enhance career opportunities by establishing acceptable, efficient, and professional work habits.

Please read carefully! ALL students must comply with the following:

Students are expected to conduct themselves in an acceptable courteous manner at all times and be mindful of the following:

1. To maintain and contribute to a good learning environment for all students, anyone who is disruptive, in the classroom or the clinic floor (rudeness, foul language or any other unacceptable behavior), may be dismissed for the day.
2. Food and beverages are allowed in the lunchroom area during lunch and break times only. After break times, all food and beverages need to be cleaned from the room; clean the tables and put all food and drinks (other than water) away.
3. The Aveda Institute New Mexico is a smoke-free facility, no smoking/vaping allowed in the building. Smoking/Vaping of tobacco/nicotine is allowed in designated areas only, 40 feet away from the building. Smoking areas, whether school property or public property must be kept litter free.
4. Students will be notified of emergency phone calls
5. All students are required to take a thirty minute lunch on each scheduled day at the scheduled time. If a student works past the scheduled lunch time on the clinic floor with an appointment they are to take their lunch at the next available time that day.
6. Additional classroom expectations will be given and discussed in each classroom/phase setting.

To ensure that each student receives consistent and comprehensive instruction in the classroom or clinical environment, they need to remain in their assigned areas or receive the Instructor's permission to be in an unassigned area.

All services or work done by students must be assigned by, performed under the supervision of, and evaluated by an instructor. Students who refuse an assigned service will be dismissed for the remainder of the day. Student kits are to be used for assigned services only. Only authorized solicitation of products, merchandise or services will be considered.

*We maintain the equivalent of 1 full time instructor for every 20 students in attendance.

Students are responsible for their own personal property and are required to provide locks for their lockers and to secure their property in these locked areas. In order to perform clinical services, student kits are to be complete at all times. If any kit items are missing or damaged, the student will be required to replace the item. Stealing, defacing, or damaging student or school equipment or property can result in termination and require monetary restitution.

The following also applies to all students:

- Attend all classes according to the assigned schedule including theory classes even if all required exams are completed. Students will never be asked to leave a scheduled theory class to perform clinical services.
- Complete all assigned theory, practical and clinic assignments in the designed time frames including assignments required to establish or reestablish satisfactory progress eligibility. It is the student's responsibility to contact the instructor in reference to missed assignments.
- Follow the time clock procedures by clocking in/out to accurately reflect attendance hours. Students are not allowed to clock each other in and out. Proper time management is critical to the success of a salon/spa professional. Since the school is a clock hour Institution, clocking in and out is extremely important. Students are expected to clock in upon arrival, but no earlier than 8:45 a.m. From Monday through Friday, and 7:45 a.m. on Saturday. They are to clock out for lunch and in after lunch and are also required to clock out at the end of the school day. Tardiness will not be tolerated.

IT IS THE STUDENT'S RESPONSIBILITY TO CLOCK IN AND OUT. THE SCHOOL WILL NOT VERIFY HOURS WHEN THE STUDENT IS NOT PUNCHED IN.

- Should a student leave the building at any time even for a break, that student must be clocked out and communicate that they are leaving. If a student fails to clock out when he/she leaves the campus, that student will be given a warning.
- Per state guidelines sanitation, sterilization, client safety, and infection control procedures are ALWAYS in effect. The student is responsible for all individual assigned areas, equipment, etc. and will be evaluated by the instructor based on the sanitation criteria daily.
- Per state guidelines students should be aware that sanitation, sterilization and infection control procedures involve duties including (but not limited to) the following: learning to clean their work areas, dispensary items, utensils; mixing and changing disinfectant;

doing laundry; sweeping up the floor; product inventory; sanitizing school and personal equipment; cleaning up after themselves at all times while on school property.

- According to NM Statutes, Rules and Regulations, a student may not perform clinical services until completion of 15% of the course of study. The students must also successfully pass a written and skill competency evaluation.
- Students will discuss only ethical and professional subject matter during school hours and refrain from bringing in any unacceptable printed matter.
- Personal visitors are not allowed. Guests will be asked to leave unless they are scheduled for a clinic service.
- Excessive time in the student lounge/lunchroom is not allowed. Students who are not clocked in may not linger in the facility and distract other students from training responsibilities.
- Student parking is restricted to designated student parking areas.
- Provide all the necessary classroom supplies; i.e., writing tools, paper, notebooks, etc., as the Institute does not supply any of these supplies.
- Student Services: In order for students to receive a service, they must be caught up on all exams and assignments. All students who are requesting any type of service must fill out a Service Request Form and approved by the student's Instructor.

Aveda Institute New Mexico Policies and Standards are subject to change based on the Institute's effectiveness and outcomes assessments. Students will be notified of any changes in a timely manner.

Dress Code

*Maintaining a professional appearance is pertinent. The appearance of a student includes the following considerations:**

Black or white professional attire are required (**colors are not permitted**)

The Aveda Unified Look; this includes:

- Hair & Make-up must be completed before arriving to school
- Tops must cover all of the stomach when arms are up, no see through material without a tank underneath and armpits must be covered
- Bottoms are not to be see through and not reveal undergarments with holes and/or rips
- Minimum length for all bottoms is to the knee (includes all shorts, skirts, dresses and etc.)
- You may accessorize in color (e.g. scarves, belts, tights/pantyhose, shoes and/or jewelry)
- Jackets, sweaters, cardigans worn must be black or white on clinic floor and in class
- There may NOT be any lettering or verbiage of any sort unless it is an Aveda, Aveda Institute of New Mexico or Mark Pardo.
- Patterns are acceptable but ONLY in black or white.
- Closed-Toe shoes are **only** permitted; crocs must be accompanied by socks
- Fashion hats are acceptable, baseball caps must have approved Aveda or Aveda Institute logo
- Name tags must be worn at all times

Unacceptable Clothing

- Sweatpants
- Tube Tops / Halter Tops/ Spaghetti Straps
- Any bottoms above the knee
- Headphones
- Sunglasses
- Shirts without sleeves / Spaghetti strap tops /crop tops
- Revealing Clothing (e.g. low cut tops / bareback tops / midriff tops)
- No high heels are permitted in the spa

*The only exceptions to the Dress Code Policy are Spirit Days, Holidays and/or Special Occasions and golden tickets. These days are to follow all guidelines above but are exempt from the black and white. The Aveda Institute New Mexico reserves the right to maintain an esthetic standard for all students.

Student Grievance Policy

In keeping with the Institute's mission statement, every effort will be made to resolve any student complaint that is not frivolous or without merit. Evidence of a final resolution of all complaints will be retained in the Institutes files in order to determine the frequency, nature, and patterns of complaints for the Institute. The information will be used in evaluating institutional effectiveness and outcomes. The following procedure outlines the specific steps of the complaint process.

- 1) The student should register the complaint in writing on the Student Complaint form provided by the Institute within 30 days of the incident.
- 2) The Student Complaint form may be given to the Institute Director or may be mailed to the Aveda Institute New Mexico, 1816 Central Ave SW, Albuquerque, NM 87104, Attn: Institute Director
- 3) The complaint will be reviewed and a response will be given or mailed to the student within 15 days of receiving the complaint. The initial response may not provide for a final resolution of the problem, but will notify the student of the continued investigation and/or actions being taken regarding the complaint.
- 4) If the nature of the complaint cannot be resolved by the Institute's Director, the student may forward the complaint to one of the agencies noted below.
- 5) If the review of the complaint deems further investigation, it may be necessary to interview staff and other students to reach a final decision and resolution to the complaint.
- 6) In the event of an extreme conflict, it may be necessary to conduct an informal hearing. If necessary, the administration will appoint a hearing committee consisting of
 - The Institute Owner
 - Institute Director
 - Clinic Floor Instructor
 - Student Services Administrator
 - Institute Administrative Assistant

The hearing will occur within 60 days upon receipt of the complaint. The hearing will be informal with the student presenting his/her case. Within 15 days of the hearing the 'committee' will provide a final resolution.

7) If the student is not in agreement with the Institute's decision, they may contact these agencies:

NM Board of Barbers and Cosmetologists
PO Box 25101
Santa Fe, NM 87504
505-476-4622

NM Higher Education Department
2044 Galisteo St. Suite 4
Santa Fe, NM 87505-2100
505-476-8416
<http://www.hed.state.nm.us>

NACAAS
3015 Colvin St
Alexandria, VA 22314
703-600-7600

Special Examination Consideration

Students, who require special examination considerations due to impaired sensory, manual, speaking skill or other disability challenges, will be required to provide the Institute proper documentation.

Fire and Fire Drills

In case of fire, students and staff must:

- Evacuate the building immediately.
- Instruct all clients to evacuate immediately.
- Assist the clients who have a physical challenge evacuating.
- Re-enter the building only when the staff or fire department personnel have given clearance.

From time to time, fire drills will be conducted. Everyone must follow procedures in evacuating the facility. There is a fire escape route floor plan diagram posted in several facility areas, including exit areas. Please familiarize yourself with the escape routes.

Physical Demands and Career Considerations

It is important for the student to understand the physical requirements that careers in Cosmetology Arts and Sciences and related fields may demand. Some of the demands are:

- Long intervals of standing
- Continuous exposure to chemicals, water, and cleansing agents. Hand care products are recommended for all service professionals.
- Minor back stress may be caused by long intervals of standing, sitting, or leaning. Consult with a physician if you have experienced back pain or stress in the past.
- Exposure to chemicals and aromas may cause or reactivate allergies or sensitivities. Consult with a physician and give him/her a list of chemicals and products you will be exposed to.

The Aveda Institute New Mexico is an AVEDA Concept facility. The Aveda Institute in Minneapolis, MN, was established by Horst Rechelbacher, whose philosophies and strategies also guided the Aveda Corporation, a leading manufacturer of hair, skin, makeup, plant and lifestyle products created from pure flower and plant ingredients. Aveda is internationally recognized for promoting healthy lifestyles, setting the highest standards in beauty, health, and education, and for utilizing natural resources in a sustainable and responsible manner. Aveda Corporation is now part of the Estee Lauder Corporation.

Voter Registration

The school encourages its students to be registered voters and to exercise their right to vote. To sign up to vote in New Mexico, you need to visit your local county clerk's office and fill out the voter registration form. You can also call the clerk's office and have them mail you a form.

Copyright Laws Policy

Aveda Institute New Mexico complies with the following copyright and infringement laws and has zero tolerance for violations of them. Students and or Employees may be disciplined up to and including termination for violation of these laws.

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement. Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or “statutory” damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For “willful” infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorney's’ fees. For details, see Title 17, United States Code, Sections 504, 505. Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information, please see the Website of the U.S. Copyright Office at: www.copyright.gov.HEA section 485(a).

Policy for Safeguarding Customer Information

Non-public personal information is information which is not publicly available on:

- 1) name, address, social security number,
- 2) name of your financial institution and account number,
- 3) information provided on your application to enroll
- 4) information provided on your application for a grant or loan,
- 5) information provided on a consumer report, or
- 6) information obtained from a website.

The Aveda Institute New Mexico is committed to implementing and maintaining a comprehensive information security program, to maintain and safeguard your nonpublic personal information against damage or loss. The policy covers all student records in whatever form (hard copy, electronic).

The school Director and or owner/administration shall be responsible to coordinate the school's information security program. The coordinator shall, at least once every 3 years, assess foreseeable internal and external risks to the security, confidentiality, and integrity of customer information that could result in the unauthorized disclosure, misuse, alteration, destruction or other compromise of the information. The risk assessment shall cover every relevant area of school operations, including employee training & management, network & software design, information processing, storage, transmission and disposal, and ways to detect, prevent and respond to attacks, intrusions, or other system failures. The coordinator shall design and implement safeguards to control identified risks and shall monitor the effectiveness of them, recommending changes when warranted.

Records for prospective students who are not accepted or who do not enroll in the school shall be held for 12 months then destroyed in a secure manner. Records of enrolled students shall be maintained in accordance with federal and state law and accreditation requirements. Students shall receive notice of this policy at the time they submit a signed application for enrollment. All currently enrolled students shall receive an annual notice of this policy.

The Aveda Institute New Mexico shall only enter into servicing agreements with service providers who also maintain appropriate safeguards for customers' nonpublic personal information.

Privacy and File Access Policy

The Privacy Act of 1974 prohibits the release of privileged and confidential information concerning individual students unless authorization is received by the student and/or guardian (if the student is a minor) for each third party request. It is the school's policy that no information is released without written authorization by the student. The school will release information to any federal, state or local official, auditor, or accrediting body having the authority to request such information. Upon request a student will be scheduled time to review or give permission to an outside individual to review his/her student records may include academic, financial aid and advisement records. A student may not review income and asset information on parents in the file without written consent of the parents. Cumulative education records are maintained for each student for the State required amount of time after graduation or termination.

Family Educational Rights and Privacy (FERPA)

Rights and Privacy

It is the policy of the Academy to abide by the Family Educational Rights and Privacy Act of 1974. The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education. FERPA gives parents certain rights with respect to their children's education records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are "eligible students."

- Parents or eligible students have the right to inspect and review the student's education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible students to review the records. Schools may charge a fee for copies.

- Parents or eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information.
- Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):
 - School officials with legitimate educational interest;
 - Other schools to which a student is transferring;
 - Specified officials for audit or evaluation purposes;
 - Appropriate parties in connection with financial aid to a student;
 - Organizations conducting certain studies for or on behalf of the school;
 - Accrediting organizations;
 - To comply with a judicial order or lawfully issued subpoena;
 - Appropriate officials in cases of health and safety emergencies; and
 - State and local authorities, within a juvenile justice system, pursuant to specific State law.

Schools may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. Schools must notify parents and eligible students annually of their rights under FERPA. The actual means of notification (special letter, inclusion in a PTA bulletin, student handbook, or newspaper article) is left to the discretion of each school. For additional information; you may call 1-800-USA-LEARN (1-800-872-5327) (voice). Individuals who use TDD may call 1-800-437-0833. Or you may contact us at the following address:
 Family Policy Compliance Office
 U.S. Department of Education
 400 Maryland Avenue, SW Washington, D.C. 20202-8520

Pre-Enrollment Information

IPEDS Statistics

The College Navigator website (<http://nces.ed.gov/collegenavigator>) provides current and prospective students information about student body diversity, including the percentage of enrolled, full-time students in the following categories:

Male / Female

Self-identified members of a major racial or ethnic group

Federal Pell Grant recipients

The College Navigator website also gives information concerning student services, students with disabilities, career placement during and after enrollment and transfer of credit from other academies, retention, licensure, graduation and placement rates.

Bureau of Labor Statistics – Occupational Outlook Handbook

<http://www.bls.gov/ooh/occupation-finder.htm?pay=&education=Postsecondary+non+degree+award&training=None&newjobs=&growth=&submit=GO>

O*NET Resource Center

The O*NET program is the nation's primary source of occupational information. Central to the project is the O*NET database, containing information on hundreds of standardized and occupation-specific descriptors. The database, which is available to the public at no cost, is continually updated by surveying a broad range of workers from each occupation.

<http://www.onetonline.org>

NACCAS Annual Report Outcome Rates

As per the institution's most recent NACCAS Annual Report (2021):

	Graduation Rate	Placement Rate	Licensure Rate
Institutional (all programs)	93.75%	61.67%	81.08%
Cosmetology	90.91%	66.67%	88.89%
Barbering	n/a	n/a	n/a
Instructor	n/a	n/a	n/a
Esthology	96.77%	56.67%	73.68%
Manicuring/Esthiology	n/a	n/a	n/a
Manicuring/Pedicuring	n/a	n/a	n/a

The institution's accrediting agency has allowed flexibilities to the institution in the publication of its student outcome rates if the COVID-19 Pandemic has significantly impacted the ability of students to successfully graduate, sit for licensure and/or obtain employment. Any rates reported below that have been modified in accordance with these flexibilities have been adjusted in one of the following manners as indicated^{1 2}.

¹ N/A

² As State and/or local restrictions with respect to the COVID-19 Pandemic have significantly impacted the ability of this institution's students to sit for licensure and/or obtain employment, this rate has not been published.

All Programs Schedules

Program	Weeks	Hours	Schedule	Scheduled Hours	Hours/ Wk
Cosmetology	63	1600	MTW	3 Days 9-6	25.5
Cosmetology	63	1600	ThFS	3 Days 9-6/ Sat 8-5	25.5
Instructor	39	1000	ThFS	3 Days 9-6/ Sat 8-5	25.5
Barbering	48	1200	MTW	3 Days 9-6/ Sat 8-5	25.5
Manicuring/ Esthiology	37.5	900	MTW	3 Days/ 9-5:30	24
Manicuring/ Pedicuring	21	500	MTW	3 Days/ 9-5:30	24
Esthiology	25	600	MTW	3 Days 9-5:30	24
Esthiology	25	600	TWTh	3 Days 9-5:30	24
Esthiology	25	600	THFS	3 Days 9-5:30	24