



# **2022 – 2023**

# **STUDENT HANDBOOK**



## **Welcome from the Campus President**

Dear RSI Student,

It is my privilege to welcome you to The Refrigeration School. Thank you for choosing RSI as your avenue to achieve your educational and career training goals. We are excited about the opportunity to be a part of your journey and we are committed to supporting you in achieving this milestone in your life.

The Refrigeration School has a rich history spanning more than forty years. RSI continues to be committed to instructing and training students to become professional entry-level position in jobs that utilize technologies employed in the fields of heating, ventilation, air conditioning, and refrigeration (HVAC/R). Our instructors have industry experience, extensive knowledge, and demonstrated skill in the programs they teach. They have chosen to dedicate themselves to passing on their knowledge and skills to others who desire to learn and work in this industry. Our programs represent vital trades for modern society and are essential to the infrastructure of our economy.

Our support staff members are here to provide additional support for you in the areas of Financial Aid, Student Advising, Grades, Attendance, and Career Services. Please reach out to our staff any time you need direction or assistance.

I want to encourage you to stay focused on the goal you have set. In a very short time, you will be graduating from a specialized and challenging program joining the ranks of many who have gone before you. Remember, you can accomplish your goal.

Again, thank you for choosing RSI. I look forward to meeting you personally and celebrating your achievements.

David Eaker  
Campus President

# TABLE OF CONTENTS

INTRODUCTION .....	4
CAMPUS DIRECTORY .....	5
CAMPUS SECURITY / CLERY ACT .....	6
INFORMATION FOR STUDENTS WITH DISABILITIES.....	29
STUDENT CODE OF CONDUCT.....	31
WELDING LAB AND SCHOOL RULES .....	35
DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM.....	36
COPYRIGHT INFRINGEMENT (PEER-TO-PEER FILE SHARING).....	43
BASIC FINANCIAL AID INFORMATION .....	45
CODE OF CONDUCT FOR STUDENT LOANS .....	50
PREVENTION OF FINANCIAL AID SCHOLARSHIP FRAUD .....	51
CONSUMER DISCLOSURES AND STUDENT RIGHT-TO-KNOW ACT .....	52
FAMILY EDUCATION RIGHTS AND PRIVACY ACT (FERPA).....	53
STUDENT GRIEVANCE PROCEDURE .....	55
ARBITRATION AGREEMENT .....	56
DRUG-FREE WORKPLACE CONSENT FORM .....	58
POLICY ACKNOWLEDGMENTS AND CERTIFICATION STATEMENTS.....	59

## INTRODUCTION

This handbook is a compilation of important institutional information concerning the following topics:

### General Information about the School

- Campus Directory
- Emergency Response and Evacuation Plan
- Campus Security / Clery Act
- Information for Students with Disabilities
- Student Code of Conduct
- Drug and Alcohol Abuse Prevention Program
- Copyright Infringement (Peer-to-Peer File Sharing)

### Basic Financial Aid Information

- Eligibility Requirements
- Rights and Responsibilities of Students Receiving Federal Student Aid
- Types of Federal Student Aid
- Applying for Federal Student Aid
- Disbursing Federal Student Aid
- Statement Regarding Credit Balances
- Returning of Federal Student Aid Funds
- Drug Convictions Affecting Federal Student Aid Eligibility
- Federal Student Loan Management
- National Student Loan Data System
- Federal Student Aid Ombudsman Notification
- Code of Conduct for Student Loans
- Prevention of Financial Aid Scholarship Fraud

### Student Disclosures and Student Right-to-Know Act

- Student Consumer Disclosures
- Textbook Information
- Voter Registration Information
- Constitution Day – September 17<sup>th</sup>
- Family Education Rights and Privacy Act (FERPA)
- Student Arbitration Agreement
- Student Grievance Procedure

### Student Acknowledgements

- Drug-Free Workplace Consent Form
- Policy Acknowledgements and Certification Statements

# CAMPUS DIRECTORY

**Main Number: 602-275-7133**

## Admissions

### For assistance with:

Enrollment, admissions requirements, start date, orientation, special accommodations for disabilities, and consumer information.

## Student Services

### For assistance with:

Requesting a Leave of Absence, attendance issues, checking your grades or attendance, issues/concerns with school, staff, or other students, wanting to return after withdrawing, parking stickers, shift transfer requests, advising, and tutoring. FAFSA, grants, student loans scholarships, reinstatement, deferments, forbearances, repayment of loans, and Veterans Affairs. Payments, account balance, financial difficulty, agency billing, refunds, and stipends.

## Faculty Supervisor

### For assistance with:

Class schedules, makeup tests, lab equipment, difficulty in lab or classroom.

## Director of Training

### For assistance with:

The Resource Center, curriculum, syllabi, lab equipment, and difficulty in lab or classroom.

## Registrar's Office

### For assistance with:

Transcripts, grades, attendance, graduation dates, change of address, phone number or email, enrollment verification letters, and Authorization for Release of Information.

## Career Services

### For assistance with:

Part-time employment while in school, resume preparation, access to electronic books on welding, internet and printer services, graduate welding jobs, help with resume, letter to future employers about your attendance here at RSI, internet/computer use, current postings from companies who are hiring.

# CAMPUS SECURITY / CLERY ACT

## Introduction

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### The Jeanne Clery Act

*The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)*, formerly the *Student Right-To-Know and Campus Security Act of 1990*, requires The Refrigeration School (RSI) to disclose to the public specific crime-related information on an annual basis. In compliance with this legislation, the school must report campus crime statistics, campus offenses, and security measures to all students and employees by October 1 of each calendar year.

Prospective students and employees shall receive a notice of its availability and a brief summary of its contents. The school may publish the report electronically, but the school must give students, employees, and potential students or employees a paper copy upon request and individually inform them of the availability of the report in electronic format. The school sends official annual notifications with the new report to all currently enrolled students via their email address that is on file with the school and to all faculty and staff via their official school email address. Contact the Campus President at (602) 275-7133 or the Compliance Department at (602) 336-7118 for clarification or additional information.

### Campus Security Authorities

While RSI lies within the jurisdiction of the Phoenix Police Department, and is where campus community members should report crimes, we understand that victims and witnesses sometimes tell someone other than the police. The Clery Act designates those individuals with significant responsibility for student and campus activities as Campus Security Authorities (CSAs). CSAs have a reporting responsibility that includes completing and submitting an incident report form when they become aware of an incident.

Below are the primary CSAs to whom students, employees, and campus visitors should report Clery Act crimes.

Campus President	(602) 275-7133
Associate Director of Facilities	(602) 267-4268
Director of Career Services	(602) 267-4809
Director of Student Services	(602) 267-4806
Human Resources Department	(918) 960-5303
Compliance Department	(602) 336-7118

RSI does not employ professional or pastoral counselors, who would be exempted from CSA reporting requirements when functioning within the scope of their license or certification even though they may have significant responsibility for student and campus activities. RSI will assist victims with accessing external counseling services, who may have professional or ethical reporting requirements beyond the scope of the Clery Act. Victims are encouraged, when they deem appropriate, to inform a CSA to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

Reports filed using any of these methods are collected for possible inclusion in the Annual Security Report (ASR), and for possible issuing of a Timely Warning to the Campus Community.

## Crime Statistics

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The following statistics are reported in accordance with the Uniform Crime Reporting procedures and the Clery Act, which requires all colleges and universities receiving federal funds to publish the occurrence of certain criminal offenses reported to school safety departments, to other appropriate school officials, or to local police. Statistics are reported for the three (3) most recently completed calendar years. Individuals who wish to make a report of a criminal incident for purposes of making timely warnings to our students and staff or for inclusion in this annual report are urged to provide the relevant information to a CSA.

The statistics for campus incidents are compiled from the Compliance Department, who review records on disciplinary referrals, actions reported, and law enforcement records. The Compliance Department makes all determinations for the disposition and classification of each incident.

### Definitions of Criminal Offenses

- **Criminal Homicide** - Murder and non-negligent manslaughter, and manslaughter by negligence.
  - Murder and Non-negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.
  - Manslaughter by Negligence is defined as the killing of another person through gross negligence.
- **Rape** - is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- **Fondling** - is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- **Incest** - is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - is sexual intercourse with a person who is under the statutory age of consent.
- **Robbery** - is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault** - Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary** - Burglary is the unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft** - Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.
- **Arson** - is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

### Definitions of Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, and Disability.

For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias.

- **Murder and Non-negligent Manslaughter** - is defined as the willful (non-negligent) killing of one human being by another.
- **Sexual Assault** - Any nonconsensual sexual act proscribed by federal, tribal, or state law, including when the victim lacks the capacity to consent.
- **Robbery** - is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

- **Aggravated Assault** - Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary** - Burglary is the unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft** - Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.
- **Arson** - is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Larceny-Theft** - is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Intimidation** - is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property** - is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

### **Violence Against Women Act (VAWA) Offenses**

VAWA Offenses are Dating Violence, Domestic Violence, Sexual Assault, and Stalking. Sexual assault is included by the FBI as a Criminal Offense. Domestic Violence, Dating Violence, and Stalking are considered crimes for the purposes of Clery Act reporting.

- **Dating Violence** - is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence** - is defined as a felony or misdemeanor crime of violence committed-
  - By a current or former spouse or intimate partner of the victim;
  - By a person with whom the victim shares a child in common;
  - By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
  - By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Stalking** - is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
  - Fear for the person's safety or the safety of others; or
  - Suffer substantial emotional distress.

### **Arrest and Disciplinary Referrals for Violations of Weapons, Drug Abuse, and Liquor Laws**

- **Arrest**- is defined as persons processed by arrest, citation, or summons.
- **Referred for disciplinary action** - is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.
- **Weapons: Carrying, Possessing, Etc.,** - is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
- **Drug Abuse Violations** - are defined as the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state



and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and the making of narcotic drugs.

- **Liquor Law Violations** - are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

The number of crimes determined to be unfounded and removed from crime statistics must also be reported.

Furthermore, RSI must provide the following geographic breakdown of the crime statistics:

- On-campus;
- On public property within or immediately adjacent to the campus;
- In or on non-campus buildings or property that our institutions owns or controls.

The number of crimes determined to be unfounded and removed from crime statistics must also be reported.

For offenses of domestic violence, dating violence, and stalking, such statistics shall be compiled in accordance with the definitions used in section 40002(9) of the *Violence Against Woman Act of 1994 (42 U.S.C. 13925(a))*. Such statistics shall not identify victims of crimes or persons accused of crimes.

No crimes have been determined unfounded and removed during this reporting period.

## RSI - 3 Year Historical Crime Data

Criminal Offenses - On Campus				Criminal Offenses - Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Murder/Non-negligent manslaughter	0	0	0	a. Murder/Non-negligent manslaughter	0	0	0
b. Manslaughter by Negligence	0	0	0	b. Manslaughter by Negligence	0	0	0
c. Rape	0	0	0	c. Rape	0	0	0
d. Fondling	0	0	0	d. Fondling	0	0	0
e. Incest	0	0	0	e. Incest	0	0	0
f. Statutory rape	0	0	0	f. Statutory rape	0	0	0
g. Robbery	0	0	0	g. Robbery	0	0	0
h. Aggravated assault	0	0	0	h. Aggravated assault	0	0	0
i. Burglary	0	0	0	i. Burglary	0	0	0
j. Motor vehicle theft	0	0	0	j. Motor vehicle theft	0	0	0
k. Arson	0	0	0	k. Arson	0	0	0

Hate Crimes - On Campus				Hate Crimes - Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Murder/ Non-negligent manslaughter	0	0	0	a. Murder/ Non-negligent manslaughter	0	0	0
b. Manslaughter	0	0	0	b. Manslaughter	0	0	0
c. Rape	0	0	0	c. Rape	0	0	0
d. Fondling	0	0	0	d. Fondling	0	0	0
e. Incest	0	0	0	e. Incest	0	0	0
f. Statutory rape	0	0	0	f. Statutory rape	0	0	0
g. Robbery	0	0	0	g. Robbery	0	0	0
h. Aggravated assault	0	0	0	h. Aggravated assault	0	0	0
i. Burglary	0	0	0	i. Burglary	0	0	0
j. Motor vehicle theft	0	0	0	j. Motor vehicle theft	0	0	0
k. Arson	0	0	0	k. Arson	0	0	0
l. Simple assault	0	0	0	l. Simple assault	0	0	0
m. Larceny-theft	0	0	0	m. Larceny-theft	0	0	0
n. Intimidation	0	0	0	n. Intimidation	0	0	0
o. Destruction/damage/Vandalism of property	0	0	0	o. Destruction/damage/Vandalism of property	0	0	0

VAWA Offenses - On Campus				VAWA Offenses - Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Domestic violence	0	0	0	a. Domestic violence	0	0	0
b. Dating violence	0	0	0	b. Dating violence	0	0	0
c. Stalking	0	0	0	c. Stalking	0	0	0

Arrests - On Campus				Arrests - Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0	a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	0	0	0	b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0	c. Liquor law violations	0	0	0

Disciplinary Actions- On Campus				Disciplinary Actions - Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Weapons violations	0	0	0	a. Weapons violations	0	0	0
b. Drug abuse violations	0	0	0	b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0	c. Liquor law violations	0	0	0

Unfounded Crimes - On Campus				Unfounded Crimes- Public Property			
Criminal offense	Total Occurrences on Campus			Criminal offense	Total Occurrences on Public Property		
	2020	2021	2022		2020	2021	2022
a. Total unfounded crimes	0	0	0	a. Total unfounded crimes	0	0	0

# Campus Security

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## Statement on Campus Police

RSI does not have a campus police department or employ campus police. RSI personnel has no authority to arrest or detain any individual. RSI has no memoranda of understanding (MOU) or any other type of written agreement with any law enforcement agencies for the investigation of alleged criminal offenses. RSI will assist in notifying appropriate law enforcement authorities if a student requests assistance in contacting police. Members of the Campus Community are encouraged to accurately and promptly report all crimes and public safety-related incidents to a CSA, the Phoenix Police Department, or their local police department. Members of the Campus Community should contact the emergency authorities directly if an immediate emergency situation exists.

## Campus Security Procedures for Reporting Incidents

The safety of students, visitors, faculty, and staff is a top priority of RSI. Each student and staff member is responsible for reporting, as soon as possible, any of the witnessed events to the Campus Administration. Campus emergencies are to be reported to the aforementioned individuals, or a student's instructor. A staff person is to report campus emergencies to the supervisor of the department. Additionally, all crimes, arrests, and hate incidents must be reported to the Compliance Department.

RSI encourages anyone who is a victim or witness to a crime to promptly report the incident to the Phoenix Police Department (602) 262-6151, or their local police. Due to police reports being public records under state law, law enforcement agencies cannot hold reports of crimes in confidence. Confidential reports of a crime can be made to Phoenix Silent Witness (480) 948-6377.

The institution does not have pastoral or professional counselors. Therefore, the institution does not have confidential reporting procedures that encourage pastoral and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. The institution encourages and will provide assistance, if needed, to victims of crimes or offenses to seek out these counseling services.

RSI strongly encourages persons who are victims of a sex offense or that witness a sex offense to report the incident to a CSA voluntarily and on a confidential basis to permit the inclusion of that information in the Institution's annual crime statistics. The institution is required to, and will, keep the identity of victims of sexual violence private in any public report of Clery Act crimes, including this Report. Policies with respect to victims of sex offenses are contained in the Title IX Complaint/Grievance Policy in the school catalog.

RSI encourages students and staff to assume responsibility for their own personal safety and security by taking common-sense precautions. Precautions might include walking to your car at night with a fellow student or asking an RSI maintenance employee for an escort. Another is keeping your car locked and parked in a well-lit area with valuables placed out of sight.

RSI's administrative offices will be open to staff, students, prospective students and their families, guests, and invitees during business hours (Monday through Friday, 9:00 am to 8:00 pm). Students may access the administrative offices after 5:00 pm to make payments, purchase equipment, or to speak with the Student Financial Services Department until 8:00 pm. A Student Advisor is also available for students Monday through Thursday until 8:00 pm, and Friday until 4 pm. The welding lab and student classrooms will be open to staff and students during class hours (Monday through Friday, 7:00 am to 11:45 pm, and Saturday and Sunday 8:00 am to 6:00 pm for makeup time). Emergencies may necessitate changes or alterations to any posted schedule.

All reports are investigated. Campus personnel is responsible for completing crime and accident reports and for responding to emergencies. They are also responsible for enforcing other regulations such as parking, the use of controlled substances, weapons, and underage drinking.

If you are a victim of domestic violence, dating violence, sexual assault, stalking, or any other crime while on RSI's campus, you should report this to a CSA or the Phoenix Police Department. Reporting of the above crimes is voluntary and reported on a confidential basis when possible.

In the event of accidents or injuries, other medical emergencies, or crime-related incidents, someone witnessing the incident should notify the nearest instructor or staff member immediately. This procedure does not prohibit or impede the reporting of an emergency directly to the appropriate party (i.e., police, fire, ambulance, hospital, etc.). A school administrator will secure professional emergency care if needed.

As a nonresidential school, RSI expects students to secure normal medical services through a family physician. In the case of serious accidents or illnesses, the school will refer students to the nearest hospital for emergency care and will notify their emergency contacts. Students and/or their families are responsible for the cost of such emergency care.

School officials notify RSI Campus Administration or the local police when someone commits a crime on campus or at school-sponsored events. In case of accidents or injuries, other medical emergencies, or crime-related incidents involving students, visitors, or employees, the reporting staff member must complete and return an incident report forms to the Compliance Department.

School personnel of chartered campus organizations must report criminal incidents committed by students while participating in school-sponsored activities both on and off campuses and properties. These reports must be submitted in writing to the Campus Administration. Students who violate the *Student Code of Conduct* or who commit crimes of a misdemeanor or felonious nature, as defined by the Criminal Code of Arizona, while participating in school-sponsored activities will be subject to a hearing before a duly appointed committee (see *Student Code of Conduct*). The Campus President will report violations of local, state, and/or federal laws to the appropriate law enforcement officials.

#### **Statement Regarding Daily Crime Logs**

As RSI does not have an institutional police force or separate security department, it is not required to maintain a Daily Crime Log as defined under *34 CFR 668.46(f)*.

#### **Statement Regarding Fire Logs**

As RSI does not have an on-campus student housing facility, it is not required to maintain a Fire Log as defined under *34 CFR 668.49(d)*.

#### **Statement Regarding Missing Student Notifications**

As RSI does not have an on-campus student housing facility, it is not required to maintain a Missing Student Notification procedure as defined under *34 CFR 668.46(h)*.

#### **Campus Facilities and Security Access**

The Maintenance Department maintains school buildings and grounds with a concern for safety and security. This department inspects campus facilities regularly and promptly makes repairs. Students and employees must notify the Maintenance Department at (602) 275-7133 Ext. 838, or in-person in the Maintenance Office to report any hazard. The Maintenance Department routinely inspects school facilities to review lighting and environmental safety.

Most campus facilities are open to the public during the day and evening hours when classes are in session. Members of the maintenance staff unlock and lock buildings each day. The administrative staff is responsible for securing the facilities if maintenance personnel are not available. When officially closed, all school facilities remain locked and accessible only to authorized employees.

#### **Timely Warning**

In the event that a situation arises either on or off-campus that constitutes an ongoing or continuing threat, a campus-wide “Timely Warning” will be issued. The timely warning will be issued by the Campus president through electronic mail via the institution’s CampusNexus system and Outlook mail application to students, faculty, and staff or via campus intercom/paging system. The decision to issue a Timely Warning is made on a case-by-case basis, and the timing of the notification shall be based upon whether the crime is considered a serious or continuing threat and the possible risk of compromising law enforcement efforts.

Some examples of crimes for which a timely warning would be issued are:

- Arson
- Burglary
- Aggravated Assault/Battery
- Criminal Homicide
- Motor Vehicle Theft
- Robbery
- Sex offenses
- Hate Crimes

Anyone with information warranting a Timely Warning should immediately report the circumstances to a CSA. Once the report is received, they will confer with the Campus President to issue a Timely Warning, if necessary.

When a Timely Warning is issued, the warning may include, but is not limited to, the following information:

- Crime type
- Date
- Time
- Location of crime
- Available suspect information
- Possible actions that TWS members can take to avoid the incident.

### **Personal Safety and Crime Prevention**

RSI recognizes the importance of security for all students and staff while on campus property. Furthermore, RSI supports law enforcement agencies and works with them where appropriate to minimize crime. RSI endorses all applicable city, state, and federal laws. Security issues affect all students, visitors, and staff on campus property, which includes the parking lots. RSI does not have campus housing. The Campus Administration will make available information for staff on safety and security measures.

The Campus President serves as security coordinator for the campus. As such, he does not have the authorization to arrest individuals; however, he does work with state and local police and other law enforcement agencies. Their department is responsible for opening and closing the facilities on-campus. Instructors provide information on safety and security precautions for all new students on the first day of training.

Following these safety tips helps reduce the chance of becoming a victim of crime:

- Avoid dark, secluded places when alone.
- Walk with others, making sure to stay in well-lit areas.
- Lock car doors while on campus and keep valuables locked in the automobile trunks and/or out of sight.
- Tell someone where you are going and when you can be expected to return.
- Vary your route and schedule if you exercise outdoors on a regular basis.
- Do not overload yourself with books or other items. Keep your hands free.
- Carry a purse close to your body, preferably in front. If it has a shoulder strap, be prepared to let it go if snatched.
- When confronted by thieves, give them what they want. Do not pursue the thieves. Get a detailed description and call the police immediately.
- Never leave laptop computers, textbooks, cellular telephones, book bags, purses, or other valuables unattended in classrooms, the library, common study areas, or outdoor spaces.
- Head to an area with other people present if a stranger approaches you and you feel concerned or uncomfortable.

RSI will conduct semi-annual safety programs designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their security and the security of others.

**Safety Escorts**

Students who would like safety escorts from classes to their vehicles should contact the Maintenance Department at (602) 275-7133 Ext. 838.

# Emergency Procedures

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## Emergency Notification and Evacuation Procedures

The Institution has Emergency Notification and Evacuation procedures for alerting the Campus Community about significant emergencies or dangerous situations. These emergency notification procedures will be used whenever there is an immediate threat to the health or safety of members of the Campus Community.

Emergency warnings are used for situations such as:

- Active Shooters
- Explosions
- Hostage situations
- Weather emergencies

For incidents involving an immediate threat, the determination to initiate an emergency notification is made by the Campus President. The nature of the emergency determines the content of the notification.

The Institution is responsible for developing contingency plans and continuity of operations plans for the staff and areas of responsibility in the event of an emergency. The Institution conducts quarterly emergency response exercises, such as field exercises and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. CSAs and other employees have received training in responding to critical incidents. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the local police, paramedic, or fire departments and they typically respond and work together to manage the incident. Depending on the nature of the incident, other local, state, or federal agencies could also be involved in responding to the incident.

All members of the Campus Community are notified on an annual basis that they are required to notify the CSAs of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of the Campus Community. The CSAs have the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. The CSAs have the responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the Campus Community such that an emergency notification and or Timely Warning or other notification must be issued.

If the CSA(s) confirm(s) that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Campus Community, the CSA, and other RSI employees, as appropriate, will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Campus Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. The CSA will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The CSA(s) will confirm the emergency or dangerous situation by witnessing the situation, communicating with another RSI official who has witnessed the situation or somehow verifies that an emergency exists. The appropriate segment of the community is defined as the entire Campus Community. The CSA will determine the content of the notification by obtaining enough information about the emergency situation so that the person receiving the notification will have enough timely information to understand the situation and what action to take and will initiate the notification system by an appropriate means determined by the severity of the significant emergency or dangerous situation.

The Institution will disseminate the emergency to the larger community by notifying the local Emergency services of the dangerous situation on the campus, and the Institution will rely upon the emergency officials to use their professional judgment in regards to notifying the neighboring community outside of the institution.

In the event of a serious incident that poses an immediate threat to members of the Campus Community, the institution has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat to the Campus Community. These methods of communication may include activation of the fire alarm system, email to the Campus Community and a public announcement system (or megaphone).

Any bomb threat, fire alarm, or notification by emergency services automatically constitutes a threat sufficient to activate the institution's evacuation procedures. In addition, any other threat that could result in bodily harm and could affect any portion of the employees or students may constitute a threat sufficient to activate the evacuation procedures. Upon notification of the need to evacuate, all students, faculty, and staff, should exit their rooms and the building, quickly but orderly, and follow the Emergency Exit guidelines to the predetermined outside areas to wait for further information. The CSAs or their designees will inform the Campus Community when it is okay to reenter the building.

During instances of the need to lock-down the school (i.e., Tornado or Active Shooter), employees and students should take cover immediately and wait to be told everything is clear. If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in until it is safe to go outside.

The institution's evacuation procedure and testing methods are designed to ensure the safety of everyone on campus. Tests will be conducted quarterly and evaluated for effectiveness; these could include: drills, exercises, and follow-through activities. An evacuation drill is coordinated by the CSAs for all buildings housing classrooms. During these drills, students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for short-term building evacuation. During these drills, CSAs will staff the scene and will communicate information to students regarding the developing situation or any evacuation status changes.

The institution's procedures to test the emergency response and evacuation procedures on a quarterly basis include:

1. Drills that may be announced or unannounced;
2. Publicizing its emergency response and evacuation procedures in conjunction with at least one test per the calendar year (Example: Post in a public area the school's evacuation or lockdown procedures); and
3. Documentation for each drill and, with a description of the exercise with date, time, and whether it was announced or unannounced and how it was conducted is kept on file.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At the institution, evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also may provide the institution an opportunity to test for the proper operation of fire alarm system components. Evacuation drills are monitored by the CSAs.

Students receive information about evacuation and shelter-in-place procedures during educational sessions that they participate in throughout the year.

### **Evacuation Instructions**

In the event of an evacuation order, it is important to follow these guidelines:

1. Everyone is to turn off lab or office equipment that they are using and close all doors.
2. WALK, do not run to the nearest exit.
3. Assist any persons that have special needs along the way
4. Go directly to the designated locations (see designated meeting places listed below)
5. Stay at the designated location and check in with your instructor. Instructors will account for all students using the class rosters. Wait for further instructions. Do Not Leave.



6. DO NOT ATTEMPT TO RE-ENTER THE BUILDING until when and if the all-clear is given.

For the quickest way out of the building, refer to the fire maps on the walls located throughout the building.

**Designated Meeting Places by Sites**

*Primary Location – 4210 East Washington Street*

Students are to meet their instructor at the designated locations. Students in the lab and classroom area will meet their Instructor at the Crowne Plaza Hotel, which is located at the North/West corner of the intersection of 44th and Washington Streets.

*Secondary Location – 120 North 44th Street*

Students are to meet their Instructor on the South side of the front lawn located on the East side of the property, next to the building's signage. Staff and any students who are in the corporate office (suite #230) at the time of an emergency are to meet on the North side of the front lawn located on the East side of the property, next to the building's signage.

# Drugs, Alcohol, & Weapons Policies

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## Weapons Policy

RSI is committed to providing all employees, students, volunteers, visitors, vendors, and contractors a safe and secure workplace and academic setting by expressly prohibiting the possession of a firearm, weapon, or explosive compound or material on any campus property or within the designated school safety zone, which is defined as being in, on, or within 1,000 feet of the campus or other designated worksites. This policy extends to any school-sanctioned function.

Unless otherwise provided by law, it is unlawful for individuals to carry, possess, or have under their control any firearm, weapon, or unlawful explosive compound while within a school safety zone, a school building, on school property, at a school-sanctioned function, or on a bus or other transportation furnished by the school. Such buildings include any public-owned, public-leased, or public-operated building that houses any educational function.

The following are applicable exemptions to the weapons restrictions:

- Participants in organized sport shooting events or firearm training courses.
- Persons participating in military training programs conducted by the armed forces of the United States or the Arizona Department of Defense.
- Persons participating in law enforcement training conducted by a certified police academy.
- Peace officers, law enforcement officers, prosecuting attorneys, campus police or security officers, and medical examiners employed by the state when acting in the performance of their official duties or travelling to or from their official duties.
- A weapon that is in a locked compartment of a motor vehicle or a locked firearms rack which is on a motor vehicle when that vehicle is being used by an adult over 21 who is not a student attending the school in order to bring or pick up a student at the school.
- Teachers and other school personnel who are otherwise authorized to possess or carry weapons provided the weapon is in a locked compartment of a motor vehicle or in a located container, or locked firearms rack which is on a motor vehicle.

Unless otherwise provided by law, it is an express violation of school policy for any individuals to use, possess, manufacture, distribute, maintain, transport, or receive any of the following on any school campus, on school property, at a school-sanctioned function, or on a bus or other transportation furnished by the school:

- Any firearm whether operable or inoperable as defined by state law, or any facsimile thereof including, but not limited to, paintball guns, BB guns, potato guns, airsoft guns, or any device that propels a projectile of any kind.
- A dangerous weapon, machine gun, sawed-off shotgun or rifle, shotgun, or silencer/suppressor as defined by state law.
- A weapon whether operable or inoperable as defined by state law, or any facsimile thereof including, but not limited to, any knife with a blade that is two or more inches in length (e.g., switchblade, ballistic knife, straight-edge razor or razor blade, any bludgeon-type instrument (e.g., blackjack, bat, or club), any flailing instrument (e.g., nun chuck or fighting chain), stun gun or Taser, or weapon designed to be thrown (e.g., throwing star or oriental dart).
- Any bacteriological weapon, biological weapon, destructive device, detonator, explosive, incendiary, over-pressure device, or poison gas as defined by state law.
- Any explosive compound or material as defined by state law.
- Any hoax device, replica of a destructive device or configuration or explosive materials with the appearance of a destructive device including, but not limited to, fake bombs and packages containing substances with the appearance of chemical explosives or toxic materials.

Any employee or student who violates the provisions of this weapons policy shall be subject to disciplinary action up to and including dismissal. From a legal perspective, any person who violates this restriction shall be guilty of

a felony and upon conviction shall be punished by a fine of up to \$10,000 and/or imprisonment for between two and ten years. Vendors or contractors who violate the provisions of this policy shall be subject to the termination of their business relationship with the school.

### **Alcohol & Drug-Free Campus Policy**

In accordance with *the Drug Free Schools and Communities Act of 1989*, RSI implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. School standards of conduct clearly prohibit the unlawful possession, use, or distribution of alcohol, marijuana, a controlled substance, or other illegal or dangerous drugs on campus or as part of any student-sponsored activities.

School policies prohibit the possession or consumption of alcoholic beverages and illicit drugs on the campuses, in school facilities, or at school-related functions. School policies also prohibit students under the influence of alcohol or nonprescription drugs from appearing on the campuses, at clinical facilities, or at student-related functions and activities. The State of Arizona sets 21 as the minimum age to purchase or possess any alcoholic beverages. The Student Advisors provide information on drug and alcohol policies and procedures during new student orientation, including reviewing and signing the school's Drug and Alcohol Policy. The staff is provided the same information prior to hiring and continued annually.

As noted in the *Student Code of Conduct*, the school will impose sanctions up to and including dismissal and referral for prosecution for the violation of these standards. RSI assists students with drug- or alcohol-related problems by referring them to appropriate community resources designed to address these problems.

### **Federal Drug Legal Sanctions**

#### **Marijuana** (*21 U.S.C. §§ 812, 841, 844*)

Marijuana is a Schedule I drug under federal law, and the punishment for manufacturing, distributing, or possessing with the intent to manufacture or distribute it varies based on the quantity of the drug. For trafficking of less than 50 kilograms of marijuana, ten kilograms of hashish, or one kilogram of hashish oil, the maximum penalties are imprisonment for up to five years and a fine of up to \$250,000. Maximum punishments increase in severity for larger quantities of substances and other factors. For the first conviction of possession of marijuana or the distribution of a small amount of marijuana without payment, the maximum sentence is up to one year of imprisonment and/or a fine of \$1,000.

#### **Other Drug Offenses** (*21 U.S.C. §§ 812, 841, 844, 844a, 860*)

Federal law prohibits the manufacture, distribution, or possession with the intent to manufacture or distribute, of controlled substances. It also prohibits the creation of counterfeit substances. Punishments for these offenses vary widely, and if an offense occurs within 1,000 feet of a public or private college or university (or other property such as schools, youth centers and public housing facilities), maximum punishments can be doubled, and at least one year of imprisonment must be imposed.

Possession of controlled substances is also illegal, and punishable with imprisonment for up to one year and/or a minimum fine of at least \$1,000. Multiple offenses carry more severe punishments. Civil penalties, with fines of up to \$10,000, can be imposed for possession offenses.

### **Arizona State Drug and Alcohol Legal Sanctions**

#### **Alcohol** (*Ariz. Rev. Stat. Ann. §§ 4-241, 4-244, 4-246, 13-702, 13-707, 28-1381, 28-1383*)

Arizona prohibits the consumption of alcohol by individuals under the age of 21. It is also unlawful for those under age 21 to operate a motor vehicle while there is any alcohol in their body.

An underage person who misrepresents their age with a written identification to illegally obtain alcohol, or uses a false identification or identification of another person to enter an establishment that sells alcohol, is guilty of a class one misdemeanor. It is a class three misdemeanor for an underage person to ask another person to illegally provide them alcohol. These offenses carry a fine of at least \$250, as well as potential imprisonment of up to six months.

It is a class 1 misdemeanor for an individual to operate a vehicle while under the influence of alcohol or drugs when even slightly impaired, or when they consumed alcohol before or while driving and have an alcohol concentration of .08 or above within two hours of driving. The offense of aggravated driving under the influence, which results from additional circumstances such as having a third DUI violation in seven years, is a class four felony, which results in imprisonment between one and 3.75 years. Arizona also generally prohibits the consumption of alcohol in public.

### **Marijuana** (*Ariz. Rev. Stat. Ann. §§ 13-702, 13-703, 13-3405, 36-2801, 36-2802*)

Qualifying patients (those diagnosed by a physician as having a debilitating medical condition) or their designated caregivers may have 2.5 ounces of marijuana. Even for qualifying patients that may use marijuana for medical purposes, marijuana use in public places is prohibited.

Other than for allowable medical uses, Arizona prohibits the possession, use, sale, production and transportation of marijuana. These marijuana-related offenses result in a minimum fine of \$750 or three times the value of the amount involved in the charge (whichever is greater) but not more than \$150,000. These marijuana-related offenses can also result in imprisonment with ranges from four months to 12.5 years (or more for repeat offenders) that vary depending on the offense and the amount of marijuana. For example, possession or use of marijuana not for sale of less than two pounds results in a class six felony, punishable with between four months to two years of imprisonment.

### **Other Drug Offenses** (*Ariz. Rev. Stat. Ann. §§ 13-821, 13-3401-3423*)

Under Arizona law, classifications for drug offenses vary based on the substance, quantity, and whether the offense is possession, use, sale, or some other violation. In addition to potential imprisonment, which can vary greatly in length, drug offenses can result in fines of \$1,000 for a first offense and at least \$2,000 for an additional offense. Aggravating circumstances related to a drug offense can bring about much more severe penalties. For example, life imprisonment is imposed for convictions for certain serious drug offenses when the offense is part of a pattern of illegal drug-related conduct that constitutes a significant source of the individual's income.

### **Alcohol/Drug Use and Substance Abuse**

Much has been written in recent years about the health benefits of moderate alcohol use. Unfortunately, that information has also been viewed by some as permission to continue their ongoing abuse of alcohol. Likewise, while there are valid medical reasons to take legally prescribed drugs, it is not uncommon for an individual to lose control over their use of those medications and in some instance advance to such risk-taking behavior as seeking illegal drugs as a substitute.

Once an addiction begins, it can carry a host of additional issues, including loss of self-control, judgment, motivation, memory, and the ability to learn. People who choose to abuse alcohol and/or drugs run the risk of incurring serious health problems such as high blood pressure, increased risk of cancer, heart disease, hepatitis, cirrhosis, alcoholism, drug addiction, brain damage, and in extreme cases sudden death. Additionally, individuals with substance abuse problems pose a serious risk to themselves and to others when they elect to drive under the influence.

Any student who suspects that they or a friend might have a problem with alcohol or drug use should contact the Student Services Department for assistance.

The Student Services Department schedules alcohol and substance abuse events throughout the year. Notices will be posted on bulletin boards around campus, electronic message boards, and the school website announcing these events.

### **Drug Testing/Background Checks**

Certain employers who hire our graduates require students to complete drug testing and/or criminal background checks prior to allowing students to be hired. RSI has a program whereby students are randomly selected for drug testing. Unless otherwise noted, students are responsible for the costs associated with drug testing and/or criminal background checks. Based on the hiring company, the results of background checks and/or drug tests may prevent students from completing their programs of study and/or being hired by certain employers.

## Sexual Offence Policies

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### Sexual Assault and Other Crimes

It is important for all students, faculty, and staff members to know where to turn for help and what to do if they or someone they know becomes the victim of domestic violence, dating violence, stalking, and sexual assault. Whether the assailants are strangers, acquaintances, close friends, or dates, everyone needs to know how to get necessary treatment, counseling, and other services. Domestic violence, dating violence, stalking, and sexual assault are criminal offenses subject to prosecution under the law. These acts are also violations of the *Student Code of Conduct*.

Studies show that “acquaintance rape” occurs more frequently among school-age students than among any other group. This form of rape is one of the most unrecognized and under-reported crimes because few people identify it as a crime punishable by law.

### Reducing Risk

Steps to take to reduce your risk of being a victim of sex crimes include:

- See the Personal Safety and Crime Prevention section for steps to follow for your own personal safety.
- Consider your alternatives if confronted by a rapist.
- Practice possible responses to situations so that you can recall them, even under the stress of a real encounter.
- Realizing that you could be a victim is the first step in self-protection.
- Use awareness and common sense to avoid potentially dangerous situations.
- Participate in a self-defense training class.

With regard to date rape and acquaintance rape, remember the following precautions:

- Know your own sexual values, expectations, wishes, and intentions, and communicate them clearly and openly.
- Be observant of your acquaintance’s or date’s attitudes toward you.
- Avoid using mood-altering chemicals such as drugs and alcohol. Studies have shown that being under the influence of alcohol or drugs contributes to increased incidences of date rape.
- Be assertive about your needs and rights.
- Reinforce your verbal “no” with physical resistance, unless you feel this will further endanger you.
- Tell your assailant that he or she is committing a sexual act to which you do not consent and that he or she is breaking the law.

### What to Do If Victimized

You need to remember to take the following steps if someone attacks you:

- Be aware of your capabilities and limitations. Your judgment and thinking will be your best weapons.
- Evaluate the situation for possible avenues of escape.
- Your first concern should be for your safety and survival.
- Use your judgment to do what is necessary to save your life. That may mean making a scene and drawing attention to yourself so that the assailant leaves. It may buy you enough time to escape. This action may mean fighting back. It may mean not physically resisting.
- If you choose not to physically resist the attack, it does not mean that you have asked to be raped. It means that you did what you needed to do to survive.
- Remember—there is no one “right” way to respond. The person under attack is the best judge of which options will work well in that situation.

If someone assaults or attempts to assault you or someone you know, you should take the following steps:

- Get to a safe place as soon as you can.

- Try to preserve all physical evidence. Do not bathe, douche, use the toilet, or change clothing. Preserving evidence may assist in proving that the alleged conduct occurred or may be helpful in obtaining a police protective order.
- If the attack occurred on campus, contact the Student Services Department at (602) 275-7133.
- If the attack occurred off-campus, immediately contact a local law enforcement agency by dialing 911.
- Get medical attention as soon as possible to determine the presence of physical injury, sexually transmittable diseases, or pregnancy. Medical personnel can also obtain evidence to assist in criminal prosecution.

Sex crimes can cause psychological after-effects. Counseling is a good idea, whether or not you think you need it. Remember, sex crimes are never the victim's fault. For assistance, contact the Student Services Department.

The Student Services Department will, upon request, help address any concerns victims might have because of an assault. The school will also assist victims in changing their academic or living situations after the assault if requested and reasonably available. If the assailant is a student, the victim may file a written complaint with the Campus President. Under the *Student Code of Conduct*, the school affords both the accused and the accuser the same rights.

The Student Services Department schedules events on Domestic Violence, Dating Violence, Stalking, and Sexual Assault prevention throughout the year. Notices announcing these events will be posted on bulletin boards around campus, electronic message boards, and the school website.

The Institution strongly advocates that members of the Campus Community and any victim of sexual violence report the incident to police in a timely manner and, if requested to do so by the victim, the Institution will assist the victim in contacting the police. Filing a police report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. The victim has the right at all times to decline to notify police of the incident.

Where applicable, the victim has the right, and it is the institution's responsibility to honor orders of protection, "no contact" orders, restraining orders, or similar lawful orders issued by a criminal, civil or tribal court, or by the institution.

### **Campus Sex Crimes Prevention Act**

The Campus Sex Crimes Prevention Act amended the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act to require certain convicted sex offenders to notify states of each institution of higher education at which the individual is a student or employee. The act also requires states to make such information available promptly to law enforcement agencies having jurisdiction of the location of the applicable institutions of higher education. The act also specifies that local law enforcement officials must enter this information into appropriate state records or data systems. The act also requires institutions to notify the campus community where they can obtain from law enforcement agencies' information concerning registered sex offenders.

### **Arizona Sex Offender Registry**

The Arizona Department of Public Safety website provides access to an Offender Registry that is maintained by the DPS. Please visit their website at:

[www.azdps.gov/services/public/offender](http://www.azdps.gov/services/public/offender).

This information may also be obtained from the U.S. Department of Justice's Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART) through the Dru Sjodin National Sex Offender Public Website at:

[www.nsopw.gov](http://www.nsopw.gov).

## **Responding to Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

RSI will not tolerate dating violence, domestic violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings.

These procedures apply to all reports of sex offenses. The institution's CSA(s) and Title IX Coordinator are responsible for receiving and evaluating reports of a sexual offense. Any student, employee, or third party may file a report of a sexual offense to the CSA or Title IX Coordinator.

Once the CSA and/or Title IX Coordinator receives a report of a sexual offense such as sexual violence, including dating violence, domestic violence, and sexual assault or stalking, the following steps will be followed:

1. The CSA will immediately assess whether the information in the sex offense report warrants a timely warning and if so, will contact the institution's Campus President immediately to execute that procedure. The CSA will immediately provide the reporting party with a copy of these procedures, including the RSI Title IX policy and Title IX grievance procedure as contained in the school catalog. The CSA will immediately contact the Title IX Coordinator to take further action pursuant to the Title IX policy. The CSA will determine if the sex offense is a Clery Act reportable crime and if so, will prepare and maintain an accurate Clery Act crime report for such offense for inclusion in the institution's annual crime statistics. RSI protects the identity of and any personally identifiable information about the victim of the sex offense in any public crime statistics report issued by the institution by requiring the CSA to maintain Clery crime statistics records, whether electronic or hard copy, that exclude or redact the name and personally identifiable information for all victims of sexual assault, dating violence, domestic violence and stalking and by prohibiting the CSA and any other employee from including such information in connection with statistics in this Report or as reported to the U.S. Department of Education.
2. Title IX Coordinator, who has primary authority for investigating sex offenses pursuant to the RSI Title IX policy and Title IX grievance procedure contained in the school catalog, will immediately inform the victim of the institution's Title IX Complaint/Grievance Procedure Policy, including their right to "interim measures" during the pendency of an investigation including obtaining an order of protection, a no-contact order, restraining order or similar lawful order from the police or RSI; the institution's obligation to protect the identity of the victim in any Clery Act report or in other publicly available recordkeeping and to keep any interim measures provided to the victim to the extent maintaining such confidentiality would not impair the ability of the institution to provide the accommodation or protective measure. The Title IX Coordinator will inform the CSA of the sex offense report without the inclusion of any personally identifiable information for determination of any timely warning and for inclusion in the RSI crime statistics.
3. The institution will provide written notification to members of the Campus Community about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to victims, both within the institution and in the community.
4. The institution will provide written notification to victims within the Campus Community about available options and assistance, including how to request these changes and who to contact at the institution for the following: academic, living, transportation and working situations including protective measures. These accommodations/protective measures are provided if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to local law enforcement.
5. The institution will provide an explanation of the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.
6. The institution, when a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the

offense occurred on or off-campus, will provide the student or employee a written explanation of the student's or employee's right and options.

### **Disciplinary Procedures for Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

The procedures for institutional disciplinary actions in cases of an alleged sexual offense such as sexual violence, including dating violence, domestic violence, and sexual assault or stalking, the following steps will be followed and will be applied as appropriate to the institution's Campus Community.

The Institute is committed to providing a prompt, fair, and impartial process from the initial investigation to the final result. The CSA and all other officials involved in the process receive, at a minimum, annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, and how to conduct an investigation and formal or informal meetings that protects the safety of victims and promotes accountability. At all times during the process, the accuser and accused will be provided the same opportunities to have others present during the proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or during the process. However, the Institute may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.

A proceeding is a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations and meetings. The type of proceeding will be based on the facts of alleged sexual offense reported.

The institution does not provide for a formal hearing process, but both parties may be assisted by a support person of choice, including an attorney.

In all cases, the CSA will maintain regular, simultaneous communications in writing with both the accuser and accused and provide both parties with equal opportunity to provide information, witness statements, evidence, and other information that may be necessary for the CSA to fully evaluate the alleged offense.

The accuser and accused will be provided timely notice of meetings at which the accuser or accused, or both, may be present, and will be provided with timely and equal access to the accuser, accused and appropriate officials to any information that will be used during the disciplinary process.

The CSA will, barring extenuating circumstance, complete the investigation and make a determination regarding any necessary discipline of accused and remedies to accuser within 60 days of the date that the report is first received by the CSA. The Institute may allow for an extension of that time frame for a good cause with written notice to the accuser and accused of the delay and the reason for the delay.

Any student, employee, or a third party may file a report of a sexual offense to the CSA whose contact information is located within this report. There is no complaint form that needs to be completed. A complaint can be filed in person, by phone, or email.

If the accused is subject to sanctions, the institution shall use the preponderance of evidence standard (meaning that the party presenting the evidence must, by the evidence presented, establish that what he or she is required to prove is more likely to be true than not true) in deciding to initiate formal conduct procedures or not and will use such standard during the disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault, or stalking.

If a disciplinary proceeding is held where a final determination is made regarding dating violence, domestic violence, sexual assault, and Stalking rape, acquaintance, rape, or other sexual offenses the school may impose sanctions as listed in the Student Code of Conduct section of the School Catalog, which includes up to dismissal from the program/institution.

Both parties involved have the right to appeal the determination regarding responsibility or the dismissal of a formal complaint to the Appeals Officer. Notice of intent to appeal must be submitted within fifteen (15) calendar days of the written notification of the determination or dismissal, and will be based on one or more of the following grounds:



1. Procedural irregularity that affected the outcome of the matter.
2. New evidence, which was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter.
3. The Title IX Coordinator(s), Investigator(s), or Hearing Official(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

The written notice of the intent to appeal must provide a written statement challenging the outcome. Both parties will be provided with a copy of the notice of intent to file an appeal and the appeal procedures by the Title IX Coordinator. The non-appealing party may submit a written statement supporting the outcome and/or objecting to the grounds on which the appeal was filed within fifteen (15) calendar days of receipt of the notice of appeal. The Appeals Officer will consider the related documents (such as the investigative report, hearing transcript, determination of responsibility, and prior disciplinary records) but will not consider information that is not relevant, including information about the prior sexual history of the complainant. The Appeals Officer will issue a written decision describing the result of the appeal, the rationale for the result and the grounds on which the appeal was granted or denied. The decision of the Appeals Officer is final and will be issued simultaneously to both the complainant and the respondent, typically within fifteen (15) calendar days of the deadline by which the parties must submit their written statements, absent extenuating circumstances.

The school will provide simultaneous notification, in writing, to both the accuser and the accused outlining the initial appeals process, any changes to the results due to the appeals process, and when the results of the appellate determination are finalized.

RSI prohibits retaliation by its officers, employees, students, or agents against a person who exercises their rights or responsibilities under any provision of federal or state law, including *Title IX* and the *Campus Sexual Violence Elimination Act*, or this policy.

#### **Definitions Applicable to Federal Law**

**Domestic Violence** – Federal law defines domestic violence as “family violence” any commission of a battery, simple battery, simple assault, assault, stalking, criminal damage to property, unlawful restraint, criminal trespass, or any felony committed between the following persons:

- current or former spouses;
- persons who are parents of the same child;
- parents and children;
- stepparents and stepchildren;
- foster parents and foster children; or
- persons currently or formerly living in the same household.

The definition of family violence expressly excludes a parent’s “reasonable discipline” of a child that takes the form of corporal punishment, restraint, or detention.

**Dating Violence** – Dating violence is defined as the physical, sexual, psychological, or emotional violence within a dating relationship.

**Sexual Assault** – A person commits the offense of sexual battery when he/she intentionally makes physical contact with the intimate parts of the body of another person without the consent of that person.

**Stalking** – A person commits the offense of stalking when he or she follows, places under surveillance, or contacts another person at or about a place or places without the consent of the other person for the purpose of harassing and intimidating the other person. For the purpose of this article, the terms "computer" and "computer network" shall have the same meaning; the term "contact" shall mean any communication including, without being limited to, communication in person, by telephone, by mail, by broadcast, by computer, by computer network, or by any other electronic device; and the place or places that contact by telephone, mail, broadcast, computer, computer network, or any other electronic device is deemed to occur shall be the place or places where such communication is received.

**Consent** – is when someone agrees, gives permission, or says yes enthusiastically to sexual activity with someone else. Central to the concept of consent is the understanding that every person has a right to control their body and to not be acted upon by someone else in a sexual manner unless he/she gives clear permission to do so. The person initiating the sexual activity is responsible for obtaining permission from the person or persons he/she wants to engage in sexual activity with. Consent is always freely given, and every person involved in a sexual situation must feel that they are able to say “yes” or “no” at any point during sexual activity. Absence of clear permission means you can’t touch someone, not that you can. In most cases, consent should be a clear verbal agreement. However, if a person is seeking consent from someone who cannot communicate verbally, he/she should obtain consent using another agreed-upon method of communication. Non-verbal communication includes sign language, writing or typing messages, gestures, nodding or shaking one’s head, and blinking, to name just a few.

### **Definitions Applicable to Arizona State Law**

**Domestic Violence** (*Ariz. Rev. Stat. § 13.3601*) – any act that is a dangerous crime against children or one of the following offenses as prescribed in state law: negligent homicide, manslaughter, second degree murder, first degree murder, endangerment, threatening or intimidation, assault, aggravated assault, custodial interference, unlawful imprisonment, kidnapping, sexual assault, unlawful distribution of pictures depicting nudity or specific sexual acts, criminal trespass in the third degree, criminal trespass in the second degree, criminal trespass in the first degree, criminal damage, interference with judicial proceeding, disorderly conduct, intentional cruelty to animals, intentional interference or prevention of person making an emergency phone call, or use of electronic communication to terrify, intimidate, threaten or harass, harassment, aggravated harassment, stalking, surreptitious photographing, aggravated domestic violence, or child or vulnerable adult abuse, if any of the following applies:

- The relationship between the victim and the defendant is one of marriage or former marriage or of persons residing or having resided in the same household.
- The victim and the defendant have a child in common.
- The victim or the defendant is pregnant by the other party.
- The victim is related to the defendant or the defendant's spouse by blood or court order as a parent, grandparent, child, grandchild, brother or sister or by marriage as a parent-in-law, grandparent-in-law, stepparent, step-grandparent, step-child, step-grandchild, brother-in-law or sister-in-law.
- The victim is a child who resides or has resided in the same household as the defendant and is related by blood to a former spouse of the defendant or to a person who resides or who has resided in the same household as the defendant.
- The relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship. The following factors may be considered in determining whether the relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship: (a) The type of relationship; (b) The length of the relationship; (c) The frequency of the interaction between the victim and the defendant; (d) If the relationship has terminated, the length of time since the termination.

**Dating Violence** – The Arizona Revised Statutes do not define Dating Violence.

**Sexual Assault** (*Ariz. Rev. Stat. § 13-1406*) – A person commits the offense of sexual assault by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person without consent of such person.

**Stalking** (*Ariz. Rev. Stat. § 13-2923*) – A person commits stalking if the person intentionally or knowingly engages in a course of conduct that is directed toward another person and if that conduct causes the victim to:

- Suffer emotional distress or reasonably fear that either: (a) the victim's property will be damaged or destroyed or (b) any of the following will be physically injured: (i) the victim; (ii) the victim's family member, domestic animal or livestock; (iii) a person with whom the victim has or has previously had a romantic or sexual relationship; or (iv) a person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

- Reasonably fear death or the death of any of the following: (a) the victim's family member, domestic animal or livestock, (b) a person with whom the victim has or has previously had a romantic or sexual relationship, or (c) a person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

**Consent** (*Ariz. Rev. Stat. § 13- 1401(7)*) – “Without consent” includes any of the following:

- The victim is coerced by the immediate use or threatened use of force against a person or property.
- The victim is incapable of consent by reason of mental disorder, mental defect, drugs, alcohol, sleep or any other similar impairment of cognition and such condition is known or should have reasonably been known to the defendant. For the purposes of this subdivision, “mental defect” means the victim is unable to comprehend the distinctively sexual nature of the conduct or is incapable of understanding or exercising the right to refuse to engage in the conduct with another.
  - The victim is intentionally deceived as to the nature of the act.
  - The victim is intentionally deceived to erroneously believe that the person is the victim's spouse.

### **How To Be An Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help.

If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another, and it is not safe for you to interrupt. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK. Confront and report people who seclude, hit on, try to make out with, or have sex with people who are incapacitated. Speak up when someone discusses plans to take advantage of another person. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking. Refer people to on- or off-campus resources listed in this document for support or assistance.

### **Prevention Efforts**

RSI attempts to foster a safe learning and working environment for all members of the campus community. To accomplish this, RSI considers the educational programming that addresses all aspects of domestic violence, dating violence, sexual assault, and stalking (safety precautions and prevention, crisis management, reporting, medical and counseling services, RSI discipline systems, academic schedules, the campus response to sexual violence, domestic violence, dating violence, and instances of stalking, and physical surroundings throughout the campus community).

RSI develops educational programs concerning domestic violence, dating violence, sexual assault, and stalking. Involved students, faculty, staff, and community members provide information and promote discussion on interpersonal abuse and violence issues. The school supports educational programs by providing input and personnel to accomplish this task. For additional information about campus educational programs concerning domestic violence, dating violence, sexual assault, and stalking, contact the Student Services Department.

RSI continually reviews and modifies its physical surroundings to enhance security and safety, such as campus lighting, locking procedures, signage, etc. For additional safety information, contact RSI at (602) 275-7133.

### **Risk Reduction Tips**

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one’s risk of sexual assault or harassment.

- Be aware of your surroundings. Knowing where you are and who is around, you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don’t know where you are going, act as you do.

- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check-in with each other throughout the evening, and leave together. Knowing where you are and who is around, you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

If you need to get out of an uncomfortable or scary situation, here are some things that you can try:

- Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
- Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- Have a code word with your friends or family so that if you don't feel comfortable, you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything

### **Ongoing Care**

Students may seek assistance at any time from RSI Student Services Department at no charge. Referrals may be made upon request for relatives, partners, and friends of either the complainant or respondent to various support agencies.

Benefited staff and faculty may seek assistance at any time from any medical facility or the Employee Assistance Program (EAP).

## INFORMATION FOR STUDENTS WITH DISABILITIES

The Refrigeration School is committed to ensuring equal access to educational opportunities for students with disabilities. The work environment in which our graduates commonly work demands a full range of physical and mental faculties for career success. While there are exceptions, most jobs require the ability to climb, stoop, work in confined spaces, lift and carry in excess of 50 pounds, exposure to wet and/or humid conditions (including outside weather conditions), exposure to fumes or airborne particles, toxic or caustic chemicals, exposure to electrical hazard and occasionally work in noisy conditions. Further, manual dexterity and detailed finger manipulations *may* be required.

### Statement of Purpose

The primary objective of the Students with Disabilities Policy is to provide an integrated and cohesive set of support accommodations and services for students with disabilities. This policy exists in accordance with the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973, and mandates that no person with a disability, will, on the basis of that disability, be denied full and equal access for participation in programs, services, and activities.

An individual with a disability is defined as any person who:

- has a physical or mental impairment which substantially limits one or more major life activities, (including walking, seeing, hearing, speaking, breathing, learning, working, caring for oneself, or performing manual tasks),
- has a record of such impairment, or
- is regarded as having such an impairment.

All institutions of higher education must make reasonable accommodations in order to provide students with disabilities an equal opportunity to participate in the institution's courses, programs, and activities. Schools must make certain academic adjustments to ensure that a student has an equal opportunity to participate. Academic adjustments may include extended time for test taking; tape recording of classes; and modification of test taking or performance evaluations so as not to discriminate against a person's sensory, speaking, or motor impairments, unless that is what is being tested.

An institution must also provide auxiliary aids and services, such as qualified sign language interpreters, note-takers, readers, Braille and large print materials, and adaptive equipment. A *qualified interpreter* is one who can communicate expressively and receptively, using any specialized vocabulary in a manner that is effective, accurate, and impartial. Institutions are not responsible for providing personal services such as attendants, hearing aids, glasses, etc. Under the applicable regulations, tutoring is a personal service and is not mandated by these regulations. Therefore, it need not be provided unless the school provides tutoring to other students, in which case it must make that tutoring program accessible to students with disabilities. Institutions may not charge money for reasonable accommodations. Additionally, schools do not have to provide accommodations that would fundamentally alter the educational program or academic requirements that are essential to a program of study or to fulfill licensing requirements.

### Accommodations and Support Services

While self-identification is strictly voluntary, it is to the student's advantage to initiate or request services in this process as early as possible. Records and information concerning students are confidential. To become eligible for services, documentation of the disability from a qualified professional must be provided upon request.

The Refrigeration School will provide reasonable accommodations for students with disabilities, including learning disabilities, physical impairments, and other disabling conditions. Such accommodations may include, but are not limited to, tutoring, examination schedule and/or delivery modification, and laboratory task modification. Admissions requirements for all students are the same, regardless of disability or lack thereof. It must be understood that accommodations for disabilities are meant to assure education experience and opportunity. Any accommodations deemed necessary and reasonable will be made on a case-by-case basis by taking into account institutional obligations to provide equal access to educational opportunities; may not necessarily incorporate all changes requested; and will only be made following provisions of proof of such disability.

Students seeking accommodations should notify their Admissions Representative, Director of Student Operations, or the Director of Education of any special needs, requirements, or requests before enrolling in a program of study or as soon as possible after it is determined that accommodation is desired. The school will require a written description of the extent and nature of the disability, and current medical certification stating the nature of the disability and the type of accommodation required. Accommodations cannot be applied to circumstances of past failures or difficulties in courses, and are only for future course activities. However, information regarding a disability can be provided to assist in resolution of an academic dilemma that begs resolution.

The Refrigeration School does not offer students with disabilities the following:

- Diagnostic evaluation for disabilities,
- Special classes,
- A reduced standard for academic performance,
- Exemption to graduation requirements, or
- Credit for effort in place of demonstrated competence or skill acquisition.

## Eligibility

To determine eligibility for services, The Refrigeration School requires current and complete documentation from a physician. The school reserves the right to request supplemental information to verify a student's current functional limitations. This documentation is required to assess whether the impairment limits a major life activity and to establish the extent of the student's disability-related limitations.

Documentation must include the following information:

- Date of most recent visit to medical provider or diagnostician;
- A clear indication of the existence of a medical or mobility impairment;
- A summary of assessment procedures and evaluation instruments used to diagnose the impairment;
- Specific functional limitations related to the condition, especially those involved in attending a post-secondary educational institution;
- A description of treatments and their estimated effectiveness in minimizing the impact of the impairment;
- Medication side effects, if any;
- Prognosis and anticipated duration of limitations and impairment; and
- The report must be signed by the student's diagnosing physician.

If the disability is hearing-related, a copy of an audiogram that was performed within the last three (3) years must accompany this documentation.

## STUDENT CODE OF CONDUCT

## Scope

This policy applies to all students attending any of our institutions (Institution). Students are expected to act in a professional and considerate manner with other students and school staff. Visitors, guests, and employers frequently spend time on our campuses and students' behavior is a reflection on the school and everyone associated with it. Additionally, students' behavior in student-referred housing also reflects upon the school's reputation in the community, thus requiring students to maintain a professional demeanor at all times.

### Jurisdiction and Application

This Conduct Code (Code) shall apply to student conduct that occurs on the institution's premises or at institution-sponsored activities. At the discretion of the Campus President or delegate, the Code also shall apply to off-campus student conduct when the conduct, as alleged, adversely affects a substantial institution interest and either:

- Constitutes a criminal offense as defined by state or federal law, regardless of the existence or outcome of any criminal proceeding; or
- Indicates that the student may present a danger or threat to the health or safety of the student or others.

### Guiding Principles and Institutional Goals

- The Institution seeks an environment that promotes academic achievement and integrity and that serves the educational mission of the Institution.
- The Institution seeks an environment that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of students, faculty, staff, and guests of the Institution; and that does not threaten the physical or mental health or safety of members of the Institution community.
- The Institution is dedicated to responsible stewardship of its resources and to protecting its property and resources from theft, damage, destruction, or misuse.
- The Institution supports and is guided by state and federal law and other regulatory bodies while also setting its own standards of conduct for its academic community.
- The Institution is dedicated to the rational and orderly resolution of conflict.

### Responsibilities of Dual Membership

By enforcing its Code, the Institution neither substitutes for nor interferes with other civil or criminal legal processes. When a student is charged in both jurisdictions, the Institution will decide on the basis of its interests, the interests of affected students, and the interests of the community whether to proceed with its disciplinary process or to defer action. Determinations made or sanctions imposed under the Code will not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of the criminal law defendant.

### Disciplinary Offenses

The Institution reserves the right to terminate a student's training for actions, in the opinion of administrative staff, that disrupts the educational environment or reflects adversely in any way upon the school.

Any student found to have committed or to have attempted to commit misconduct is subject to appropriate disciplinary action under this policy.

Examples include the following:

- **Weapons:** Students will not possess, or have in vehicles, firearms, ammunition explosives, knives or weapons of any kind on Institution controlled property.

- **Illegal or Unauthorized Possession or Use of Drugs, Controlled Substances, Paraphernalia, or Alcohol:** Students will not possess, consume, distribute, or be under the influence of illegal drugs or alcohol while on Institution controlled property or at any school sponsored event. Students may also be subject to prosecution by local law enforcement agencies and your parent/guardian may be notified. Testing may be required in cases of reasonable suspicion of drug use.
- **Theft, Property Damage, and Vandalism:** Theft, possession of stolen property, unauthorized possession, wrongful sale/gift, or vandalism of property to include institution, housing, customer, staff, resident or other students' property will not be tolerated.
- **Threatening, Harassing, or Assaultive Conduct:** Any unwelcome action whether physical, verbal, or nonverbal; this is intimidating, hostile or creates an offensive environment, the use of force or threat of force to engage a person in sexual activities without the person's willing consent, or involvement in hazing or threatening the physical safety and comfort of others or a display of violence that results in physical contact.
- **Dishonesty:** Willfully or knowingly lying, cheating academically, claiming the work of others, cooperating with another to falsify data/records of academic achievement or procedures/analysis, giving any type of false/forged information/records to the Institution, or making a false report of a bomb, fire, natural disaster or other emergency to an institution official or an emergency service agency.
- **Disorderly Conduct:** The use of any type of language or gesture that is offensive and creates an uncomfortable environment; behaving in a manner that disturbs the peace of others and/or disrupts, interferes or prevents a staff member from performing their duties. This includes the classroom which extends to any setting where a student is engaged in work toward academic credit or satisfaction of program-based requirements or related activities.
- **Unsafe Conduct:** Students will observe all EPA/DEQ/OSHA safety regulations, eye and hearing/ear protection in designated areas, the safety of others, and adhere to the proper use of tools, equipment, and motorized vehicles.
- **Refusal to Identify and Comply (Aiding and Abetting):** Students will not assist, encourage, or incite others in any violation of regulations. This includes willfully refusing to or falsely identifying one's self or willfully failing to comply with a proper order of summons when requested by an authorized institution official.
- **Tobacco Use:** Students are allowed to use tobacco products in designated areas only.
- **Unauthorized Entry:** Students will not enter or attempt to break and enter into any locked or unauthorized room, building, storage area, vehicle, computer, or data storage device. This also includes using keys, access cards, or access codes without authorization.
- **Unauthorized Use of Institution Facilities and Services:** Wrongfully using Institution properties or facilities; misuse, alteration, or damage to fire-fighting equipment, safety devices or other emergency equipment or interfering with the performance of those specifically charged to carry out emergency services; acting to obtain fraudulently (through deceit, unauthorized procedures, bad checks, or misrepresentation) goods, quarters, services, or funds from Institution departments or student organizations or individuals acting in their behalf.
- **Student Electronic Equipment:** Non-educational electronic equipment (MP3 players, IPODs, cameras, pagers, etc.) is not allowed in institutional training areas.
- **Discrimination:** students will not use any verbal or non-verbal discrimination towards any individual or group.
- **Computer, Internet, and Network Use:** Use of school computers, internet and networks in a manner that constitutes a violation of the Institution Code or local, state, and federal law, endangers system integrity, or accesses sites containing inappropriate content.
- **Recreational Activities:** Are not allowed on the school's property, except with express permission of the Campus President, Director of Education, or their designee.



- **Attempts to Injure or Fraud:** Making, forging, printing, reproducing, copying, or altering any record, document, writing, or identification used or maintained by the Institution when done with intent to injure, defraud, or misinform.
- **Hazing:** Any act taken on the institutions' property or in connection with any institution-related group or activity that endangers the mental or physical health or safety of an individual (including, without limitation, an act intended to cause personal degradation or humiliation), or that destroys or removes public or private property, for the purpose of initiation in, admission to, affiliation with, or as a condition for continued membership in a group or organization.
- **Rioting:** Engaging in, or inciting others to engage in, harmful or destructive behavior in the context of an assembly of persons disturbing the peace on campus, in areas proximate to campus, or in any location when the riot occurs in connection with, or in response to, an Institution-sponsored event. Rioting includes, but is not limited to, such conduct as using or threatening violence to others, damaging or destroying property, impeding or impairing fire or other emergency services, or refusing the direction of an authorized person.
- **Violation of Institution Rules:** Engaging in conduct that violates Institution, collegiate, or departmental regulations that have been posted or publicized, including provisions contained in Institution contracts with students.
- **Violation of Federal or State Laws:** Engaging in conduct that violates a federal or state law, including, but not limited to, laws governing alcoholic beverages, drugs, gambling, sex offenses, indecent conduct, or arson.

## Sanctions

The following sanctions may be imposed upon students found to have violated the Code:

- **Warning:** The issuance of an oral or written warning or reprimand.
- **Probation:** Special status with conditions imposed for a defined period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation during the probationary period.
- **Required Compliance:** Satisfying institutional requirements, work assignments, community service, or other discretionary assignments.
- **Confiscation:** Confiscation of goods used or possessed in violation of Institution regulations or confiscation of falsified identification or identification wrongly used.
- **Restitution:** Making compensation for loss, injury, or damage.
- **Restriction of Privileges:** The denial or restriction of specified privileges.
- **Suspension:** Separation of the student from the institution for a defined period of time, after which the student is eligible to return to the Institution. Suspension may include conditions for readmission.
- **Expulsion:** The permanent separation of the student from the Institution.
- **Withholding of Diploma or Degree:** The withholding of diploma or degree otherwise earned for a defined period of time or until the completion of assigned sanctions.

## Interim Suspension

The Campus President or delegate may impose an immediate suspension on a pending hearing before the appropriate disciplinary committee if any of the following apply:

- To ensure the safety and well-being of members of the Institution community or to preserve the institutions' property,
- To ensure the student's own physical or emotional safety and well-being, or
- If the student poses an ongoing threat of disrupting or interfering with the operations of the institution.

During the interim suspension, the student may be denied access to all Institution activities or privileges for which the student might otherwise be eligible, including access to Institution property. The student has a right to a prompt hearing before the Campus President or delegate on the questions of identification and whether the interim suspension should remain in effect until the full hearing is completed.

### Hearings and Appeals

Any student charged with violation of the Code shall have the opportunity to receive a fair hearing upon submission of an appeal petitioning for reconsideration of their enrollment standing. The appeal must be in writing and must include an accurate and fair account of the actions that led up and included the violation. Upon receipt, the Appeal Review Board shall provide both substantive and procedural fairness for the student or student organization alleged to have violated the Code. The board will determine the status of the appeal and will render a decision as soon as practical, but no longer than 30 days from the date of receipt. Once a decision is reached, the student or student organization will be notified of the decision and if approved, a plan for continuance will be provided to the student along with the decision. Otherwise, if the appeal is denied, the student will be terminated.

### Appearance Code

The Institution Appearance Code is established to provide an atmosphere that enhances the professional development of our students and avoids safety hazards while preventing disruption to the learning process. The following are the minimum standards while on campus:

- A. Attire:** Long sleeves must be worn at all times in the lab area. 100% cotton material is required.
- B. Protective Items:** Proper eyewear must be worn at all times in the lab area.
- **C. Piercings:** Wearing of earrings, posts, studs and dangling jewelry is not permitted. Facial skin, tongue or body piercing rings, studs, posts, ornaments and chain wallets/belts are also prohibited.

### Delegation of Authority

The Campus President or delegate shall implement this policy, including publishing and distributing the Code and the procedures governing the student disciplinary process at the Institution.

## WELDING LAB AND SCHOOL RULES

1. Safety glasses or protective side shields (will need to be installed) on prescription glasses and must be worn at all times when welding, beveling, cutting or grinding. This includes under welding hoods, grinding shields & cutting goggles. Additionally, protective eyewear must be worn when in and around the cutting areas.
2. Cutting goggles or approved shaded/safety eyewear may only be worn while using hand held cutting torches and beveling machines. Sunglasses or unapproved eyewear are not permitted in the lab or classroom areas.
3. Leathers must be worn while welding in Phases 101 through 106 or equivalent courses. After Phase 106, a long sleeve, heavy duty cotton or denim shirt may be worn. A long sleeve cotton or denim shirt must be worn when cutting or grinding at all times. **Shirts must be tucked into pants at all times.**
4. Only 100% leather boots that come above the ankle can be worn in the lab. No sneakers, hiking boots, loafers or other footwear are permitted in the lab.
5. Grinding shields or welding helmets with grinding shields built in must be used when grinding or using a wire wheel. This includes both in the grinding room and in student booths.
6. Booths are to be cleaned before exiting the lab at any time between sessions or at the end of a shift. All plate or pipe materials must be placed in dumpsters and unused rods or filler wires must be put up in proper rack or place.
7. Do not throw any metal into trash containers as these are used only for rods and small debris. All used metal and large scrap must be placed in the recycle bins.
8. All gas feeders and welding machines must be turned OFF when students leave the booth, when not in use during breaks, and at the end of each shift. Machines must also be turned OFF in the event of an emergency situation or fire drill.
9. Weldments will not be graded outside of your assigned shift times nor can you be graded on a Saturday attendance time will not be recorded from outside designated shift times.
10. Disturbing other students or disruption of classes may result in suspension or dismissal.
11. All visible jewelry is prohibited on the shop floor. Jewelry includes items that adorn the facial area, fingers or any visible body part. Wedding bands will be permitted, but must be protected with gloves or protective clothing at all times.
12. All pants and clothing must be in good repair. Frayed clothing, holes, and tears are a fire and/or safety hazard and are not permitted. All body parts must be covered at all times. Sleeveless shirts, bare midriffs or visible undergarments are not permitted. Shirts must be tucked in, but pants cannot be tucked into footwear.
13. Tobacco products are not permitted in classrooms, labs, or cutting and grinding areas.
14. Credit for daily attendance is only given for welding or participation in welding-related activities. Instructors must be informed when students leave their booths or the shop floor to grind or cut metal. Additional practice time is limited to booth availability, to one session, and is only allowed on Tuesdays and Thursdays. No additional time is provided for additional practice time.
15. Tacking or welding on the booth uprights, holding table collars, or on surrounding booth walls or supports is forbidden.
16. Usage of portable electronic devices are not permitted anywhere inside the building. This includes in the hallways, student break room, restrooms, classrooms, welding lab, grinding areas, on the loading dock, or in the cutting areas. Portable electronic devices include the following, but are not limited to: MP3 Players, iPods, Radios, Walkmans, CD Players, Laptop computers or other similar devices.
17. Theft of or damage to any metal, equipment or the facility will not be tolerated. Those caught will be immediately removed from the training programs with further disciplinary actions possible up to and including expulsion from the school.
18. Sleeping, lying down or lounging is not permitted anywhere on campus.
19. Entering another student's booth or being in an unassigned aisle is not permitted at any time in the lab.
20. Grinding machine guards must be on grinders at all times.

# DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

## Statement of Purpose

The purpose of the Drug-Free Schools and Campuses Regulations is to implement section 22 of the Drug-Free Schools and Communities Act Amendments of 1989, which adds section 1213 to the Higher Education Act and Section 5145 to the Drug-Free Schools and Communities Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education must certify that it has adopted and implemented a drug prevention program.

As a result, The Refrigeration School has implemented the following drug prevention program, which applies to all students and employees.

## Policy for Providing a Drug-Free Workplace

- A. It is unlawful to manufacture, distribute, dispense, possess, or use a controlled substance in the workplace or any area that is on school property or during school-sponsored activities. This also includes possession and use of alcohol.
  - 1) This act applies to employees and students.
  - 2) Alcohol or tobacco products are not considered controlled substances; however mild prescriptions to the worst street drugs are included.
  - 3) The school is not responsible for conduct of their employees or students outside the workplace/school.
- B. Employees or students who are found in violation of this policy will be given a letter of reprimand which will become a part of their records until such time as said employee or student seeks and successfully completes drug or alcohol counseling, rehabilitation, or an assistance program.
  - 1) Upon a second and subsequent violation of this policy occurring in or affecting the school, the employee may be placed on probation or terminated dependent on the individual circumstances of the case. A student in this circumstance will be dismissed.
  - 2) On the third violation of this act, the employee will be dismissed.
- C. The Refrigeration School has established a drug-free awareness program with the local and state agencies to inform employees and students about:
  - 1) The dangers of drug abuse in the workplace or on school property.
  - 2) The Refrigeration School's policy on maintaining a drug-free workplace.
  - 3) The School's agreement to assist any employee or student who is in need of drug counseling, rehabilitation, and assistance programs by direct or indirect referrals and providing brochures to employees and students seeking help from approved agencies.
  - 4) In addition, biannual meetings will be held lasting at least one (1) hour in duration for speakers to assess the success of our program.
- D. As a condition of employment and enrollment, employees and students must notify The Refrigeration School of any criminal drug statute conviction no later than five (5) days of starting employment/program or conviction.
  - 1) The Refrigeration School will give each employee or student a copy of the statement.
  - 2) Within thirty (30) days of learning of such a conviction, the employee or student will be required that he or she complete a drug rehabilitation program.
  - 3) The Refrigeration School will communicate to employees and students our policy of maintaining a drug-free workplace, the dangers of workplace drug abuse, penalties the school will impose for drug

- violations, and information about any drug counseling, rehabilitation, or employees or students assistance programs.
- 4) Applicants for full-time employment must pass a drug test prior to receiving an offer of employment from The Refrigeration School.
  - 5) Applicants will make a good faith effort to preserve a drug-free workplace by continuing to observe the preceding requirements.
  - 6) All employees and students will receive a copy of this statement and will be held liable for its contents and strict adherence to those guidelines.
- E. The Refrigeration School issues this statement to notify its employees, because it is and wishes to remain a recipient of Federal funds; it is The Refrigeration School's policy to maintain a drug-free workplace. All employees are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in The Refrigeration School workplace. As a condition of employment or enrollment at The Refrigeration School, every employee and student must:
- 1) Abide by the terms of this statement; and
  - 2) Applicants for full-time employment must pass a drug test prior to receiving an offer of employment from The Refrigeration School; and
  - 3) Notify the Campus President of any criminal drug statute conviction no later than five (5) days of starting employment/program or conviction.
- F. Upon notification of such conviction, The Refrigeration School must notify the U.S. Department of Education within ten (10) days and take one or more of the following actions with respect to any employee so convicted:
- 1) Take appropriate personnel action, up to and including termination; and/or
  - 2) Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purpose by a Federal, State, or Local health, law enforcement, or other appropriate agency.
- G. For the purposes of assuring compliance with the above, you will be subject to substance screening under the circumstances described below. "Substance Screening" means testing of blood, urine, a drug/alcohol test, or otherwise as reasonably deemed necessary to determine possession or impairment. This screening will be done by an independent qualified laboratory, following testing methods and collection procedures designed to assure accuracy and reliance on the results.

## Substance Screening

Substance screening will be conducted under the circumstances described below:

- A. RANDOM TESTING
- B. SUSPECTED IMPAIRMENT. When there is reasonable evidence to suspect that because of your actions you could cause harm to yourself or to others.
- C. POST ACCIDENT/INCIDENT. If involved in an accident involving the apparent violation of a safety rule or standard, which did or could have resulted in serious injury or property damage, concern as to reasonable cause may require the individual to be subject to substance screening.
- D. PRIVACY. The results of any program screening will be considered a medical report disseminated only in strict compliance under "The Right to Privacy Act."
- E. HANDICAPS. The program will be administered so as not to interfere with the rights of handicapped persons, except to the extent any substance abuse handicap would directly interfere with performance.

## Consent

- A. As stated above a urine drug test procedures may be conducted without prior notice at any time as deemed appropriate by the School's administrative personnel.
- B. However, no student or employee will be subjected to testing without prior written and signed consent (copies or both student and employee consents are attached). Employees, as well as prospective employees, who refuse to sign a consent form to a drug screen test, will be considered to have voluntarily resigned by choosing not to comply with a School Policy.
- C. In all instances, testing will be performed with concern and respect for each person's privacy. Results will be kept confidential, and only released on a need to know basis.

## Policy Exclusions

Excluded from this Policy is the legitimate possession and proper use of drugs prescribed for the student or employee by a medical doctor, and over the counter medical drugs, provided such drugs are being used in strict compliance with the prescription or manufacturer's recommendations and do not affect the person's performance or create a risk to the safety of the person or to others. The persons so using are responsible for knowing of the possible side effects of prescription and non-prescription drugs they intend to use while working and must notify their instructor or supervisor if such use could affect their job performance, judgment, and physical reaction time. All prescriptions must be in the person's name and must be carried in their original containers. The school reserves the right to consult with and rely on its own medical sources as to any issues or safety or reliability of any person on the campus while taking certain medications.

## Disciplinary Action

All persons subject to testing have the right to explain, in confidence, their test results. All persons may explain to either their managers and/or the Campus President. All students may explain to the Faculty Supervisor, Director of Education or the Director of Student Operations. Each person tested has the right to obtain copies of all information and records related to their testing. . Those individuals who are disciplined in accordance with this policy and its procedures have the right to appeal, the appeal procedures are outlined in the School Catalog or in the StrataTech Employee Handbook.

## Drug and Alcohol Prevention and Treatment Facilities

Prevention and treatment start with acknowledgement of an existing problem, addressing the consequences of your choices, improving resistance skills and addressing problematic use or addiction by getting help. To obtain information on drug and alcohol prevention and treatment facilities, you may contact the Director of Student Operations at (602) 275-7133 x829.

You may also contact any of the following counseling facilities for assessment, treatment, and referrals:

### **Pelms House**

11775 N. 91<sup>st</sup> Avenue  
Peoria, Arizona 85345  
(623) 979-9705

### **Treatment Assessment Screening Ctr, Inc.**

423 North Country Club Drive, Suite #19  
Mesa, Arizona 85201  
(480) 898-1849  
<http://newhorizonscounselingservice.org>

### **National Council on Alcoholism & Drug Dependence**

4201 North 16<sup>th</sup> Street, Suite #140  
Phoenix, Arizona 85016  
(602) 264-6214 (<http://ncadd-phx.org>)

### **New Horizons Counseling Service**

6151 West Olive Avenue, Suite 3  
Glendale, Arizona 85302  
(623)939-6567  
[www.tasc-arizona.org](http://www.tasc-arizona.org)

**East Valley Substance Abuse Center, Inc**  
1550 East University Drive, Suite F1  
Mesa, Arizona 85203  
(480) 833-8122  
([www.nova.bz](http://www.nova.bz))

**Northwest Organization for Voluntary Alternatives**  
7725 N. 43<sup>rd</sup> Avenue, Suite #522  
Phoenix, Arizona 85051  
(623) 937-9203  
([www.duiprograms.com](http://www.duiprograms.com))

The National Institute on Drug Abuse Hotline: 1-800-622-HELP

## Dangers of Drug Abuse

Your personal expense for having a drug habit can be from \$200 to \$3,000 per week. This is just the beginning, and only the dollar value. The costs are to your future, family, lifestyle, and your career as well as to your physical well-being and self-respect. The use of illicit drugs and/or alcohol would diminish your ability to perform your job.

More than 25, 000 U. S. citizens die each year from drug-related accidents or health problems ([www.whitehousedrugpolicy.gov](http://www.whitehousedrugpolicy.gov)). With most drugs, it is possible that users will develop psychological and physical dependency.

The general categories of drugs and their effects are as follows:

### Alcohol

Produces short-term and long-term effects that include behavioral changes, impairment of judgment and coordination, and irreversible physical and mental abnormalities in newborn babies (Fetal Alcohol Syndrome). Alcohol abuse can result in damage to the liver, heart and brain. Long-term abuse causes ulcers, gastritis, malnutrition, delirium tremens, and cancer. (<http://www.niaaa.nih.gov>)

### Depressants (e.g. Barbiturates, Opiates, Quaaludes)

Slows down the central nervous system and can cause slow heart and breathing rates, can lower blood pressure, as well as slow down one's reaction time. They also cause a person to be confused, have a sense of false of reality, convulsions, coma and death. (<http://www.drugabuse.gov>)

### Hallucinogens (e.g. POP, Mushrooms, Angel Dust, and LSD)

Physical effects include: dilated pupils, increased heart rate and blood pressure, nausea, blurred vision, dizziness, and decreased awareness can also occur. Certain sensations may occur giving the feeling of hearing sounds and seeing objects that do not really appear to be there. Furthermore use of hallucinogens may result in self-inflicted injuries, impaired coordination, incoherent speech, depression, anxiety, and violent behavior.

(<http://www.whitehousedrugpolicy.gov/drugfact/hallucinogens/index.html>)

### Marijuana (e.g. Chronic, Mary Jane, Pot, and Dope)

Destroys short-term memory, comprehension, concentration, coordination and motivation. It also increases heart rate and blood pressure. It may also cause paranoia and psychosis. The way in which marijuana is smoked also enhances the risk of lung cancer.

(<http://www.drugabuse.gov/ResearchReports/Marijuana/Marijuana3.html#physicalhealth>)

Speeds up the central nervous system and can cause increased heart, breathing rates, and blood pressure. It also causes a decrease in appetite, headaches, blurred vision, dizziness, insomnia, anxiety, hallucinations, paranoia, depression, seizures and death due to heart attack or respiratory failure. Additionally it can cause cancer of the lungs, larynx, esophagus, bladder, pancreas and kidney for those who are smokers at increased rates. Stimulants are addictive, both physically and psychologically.

(<http://www.drugabuse.gov>, <http://www.whitehousedrugpolicy.gov/drugfact/index.html>)

### Legal Sanctions

Federal laws enforce grave penalties on those who illegally possess, use, or distribute drugs. These sanctions include, but are not limited to, incarceration and monetary fines. The major penalties are summarized as follows:

[www.dea.gov/agency/penalties.htm](http://www.dea.gov/agency/penalties.htm)

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual  <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual.  <b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual.  <b>2 or More Prior Offenses:</b> Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or		50 gms or more pure or 500 gms or more mixture	
	50 - 499 gms mixture			
PCP (Schedule II)	10 - 99 gms pure or	100 gm or more pure or 1 kg or more mixture		
	100 - 999 gms mixture			



DRUG/SCHEDULE	QUANTITY	PENALTIES
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual. <b>Second Offense:</b> Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual
Flunitrazepam (Schedule IV)	1 gm or more	
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual
Flunitrazepam (Schedule IV)	30 to 999 mgs	
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 30 mgs	
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

### Federal Trafficking Penalties – Marijuana

QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 20 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$8 million if an individual, \$20 million if other than an individual</li> </ul>
100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> <li>• Not less than 5 years, not more than 40 years</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$2 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>

QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> <li>• Not more than 20 years</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine \$1 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 30 years</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine \$2 million if an individual, \$10 million if other than individual</li> </ul>
1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> <li>• Not more than 5 years</li> <li>• Fine not more than \$250,000, \$1 million other than individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 10 years</li> <li>• Fine \$500,000 if an individual, \$2 million if other than individual</li> </ul>
10 kg or less		
1 kg or less		

State laws also provide similar penalties with regard to the simple possession, distribution, or possession with the intent to distribute a controlled dangerous substance. Simple possession of marijuana is a misdemeanor and carries a punishment of up to 1 year in the county jail. A second or subsequent conviction for simple possession of marijuana carries 2-10 years in the state penitentiary. Possession of marijuana with the intent to distribute is a felony and carries a punishment of 2 years to life in the penitentiary and a fine of up to \$20,000 for the first conviction. A second or subsequent conviction carries a punishment of 4 years to life in prison and a fine of up to \$40,000. Depending upon the quantity involved, a convicted individual could be sentenced under Arizona State Law which may provide for much harsher penalties.

(<http://www.azleg.gov/ArizonaRevisedStatutes.asp?Title=13>)

Employees who are determined by the School to be in violation of any of the provisions of this Policy are subject to disciplinary action up to and including discharge from employment and will not be eligible for rehire with the School.

Students who are determined to be in violation of any of the provisions of this Policy are subject to the disciplinary actions described in the memorandum and consent form signed by student.

Furthermore according to state laws of Arizona any person under the age of 21 years old who purchases, possesses or consumes alcohol can be convicted of a misdemeanor and punished by: probation; suspended driving privileges for 180 days; attendance at a counseling or education program; fines not exceeding \$500; and community service work. ([A.R.S. § 8-323](#))

# COPYRIGHT INFRINGEMENT / PEER-TO-PEER FILE SHARING POLICY

## Background

The Higher Education Opportunity Act (HEOA) was enacted on August 14, 2008, and reauthorizes the Higher Education Act of 1965, as amended (the HEA). The HEOA requires educational institutions to implement plans of action in order to deter and combat unauthorized distribution of copyrighted materials. Institutions are to also create policies directly targeting Peer-to-Peer (P2P) file sharing which include disciplinary actions.

Institutions that are required to adhere to the PPA (Program Participation Agreement) must certify to the U.S. Department of Education that policies have been created and are in place to deter copyright violation. The PPA governs institution participation in Title IV and violations of the PPA may result in administrative actions by the Department of Education, including limitation, suspension, or termination of participation in Title IV.

## Definitions

### Copyright

Copyright is an area of law that provides creators and distributors of creative works with an incentive to share their works by granting them the right to be compensated when others use those works in certain ways. Specific rights are granted to the creators of creative works in the U.S. Copyright Act (title 17, U.S. Code). If you are not a copyright holder for a particular work, as determined by the law, you must ordinarily obtain copyright permission prior to reusing or reproducing that work.

There are some specific exceptions in the Copyright Act for certain academic uses, and permission is never required for certain other actions, such as reading or borrowing original literary works or photographs from a library collection.

### Fair Use

A provision for fair use is found in the [Copyright Act at Section 107](#). Under the fair use provision, a reproduction of someone else's copyright-protected work is likely to be considered fair if it is used for one of the following purposes: criticism, comment, news reporting, teaching, scholarship, and research. If the reproduction is for one of these purposes, a determination as to whether the reproduction is fair use must be made based upon four factors:

- The purpose and character of use (principally, whether for commercial or nonprofit educational use);
- The nature of the copyright-protected work;
- The amount and substantiality of the portion used; and
- The effect of the use being evaluated upon the potential market for or value of the copyright-protected work.

### Peer-to-Peer (P2P)

Peer-to-Peer (P2P) is file sharing of copyrighted materials through online networks and communities (examples: Napster, KaaZa, and Limewire). P2P file sharing in itself is not illegal; however, it is often used for unauthorized downloading and uploading of copyright-protected material such as music, movies, video games, computer software, and photographs. Several courts have determined that substantial P2P file sharing of copyright-protected works generally does not fall within the fair use defense. Our students or staff members who engage in substantial P2P file sharing of copyright-protected materials may be subject to serious liability.

## Items Protected by Copyright

The rights granted by the Copyright Act are intended to benefit "authors" of "original works of authorship". This means that virtually any creative work that you may come across—including books, magazines, journals, newsletters, maps, charts, photographs, graphic materials, and other printed materials; unpublished materials, such as analysts' and consultants' reports; and non-print materials, including electronic content, computer programs and other software, sound recordings, motion pictures, video files, sculptures, and other artistic works—is almost certainly protected by copyright.

To avoid confusion and minimize the risk of copyright infringement, our institutions interpret the following situations as fair use:

- Quotation of short passages in a scholarly or technical work for illustration or clarification of the author's observations.
- Reproduction of material for classroom use where the reproduction is unexpected and spontaneous – for example, where an article in the morning's paper directly relevant to that day's class.
- A summary of an address or article, which may include quotations of short passages of the copyright-protected work.

If your use does not meet the above criteria and the work is protected by copyright, you probably need to obtain permission to use the work from the copyright holder or its agent.

## Our Position on Copyright Violations and P2P

Our institutions do not condone, nor accept responsibility for such behavior, even if performed on or with our schools' property. This applies to both students and staff members.

In the event of prosecution of a student or staff member for copyright violation, our institutions will assist law enforcement and will not defend or accept responsibility for such person's actions; they solely will be subject to any legal or monetary penalties imposed.

If copyright violation claims can be substantiated, our institutions may impose disciplinary action. The offending student or staff member may face reprimand, suspension that may include termination of employment or dismissal from our institution's academic programs.

For more information on Copyright Laws of the United States, please visit:

<http://www.copyright.gov/title17/>

## BASIC FINANCIAL AID INFORMATION

The Refrigeration School recognizes that in many instances individuals and their families are not able to meet the entire cost of education. Our Financial Aid Office is available to assist students with developing a financial plan to pay for training. For those students needing financial assistance, federal student aid is financial help available to eligible students and assists with paying for educational expenses while attending school. There are many types of financial aid available for those qualifying applicants which include grants that don't have to be paid back, as well as low-interest, government-backed loans that must be repaid. Federal Student Aid eligibility is based on individual student information and all students may not be eligible for all types of aid that is available for application.

### Eligibility Requirements

Basic eligibility requirements for federal student aid are that applicants must:

- Be U.S. citizen or eligible non-citizen;
- Demonstrate financial need for certain programs;
- Have a HS Diploma or GED;
- Not be in default on a federal student loan or owe a repayment on a federal grant;
- Maintain Satisfactory Academic Progress;
- Be registered with Selective Service, if required;
- Have a valid Social Security Number; and
- Be working towards a degree, diploma or certificate in an eligible program.

### Rights and Responsibilities of Students Receiving Federal Student Aid

#### Rights

As a student, you have the right to know:

- The names and organizations which accredit and authorize the school to operate.
- About the programs, the faculty, and the physical facilities at the school.
- The cost of attending the school.
- The school's policy on refunds for students who drop prior to completion of a program.
- About the financial assistance available from federal, state, local, private, and institutional programs.
- The procedures and deadlines for submitting applications for each available financial aid program.
- The criteria used to select financial aid recipients.
- How financial need is determined.
- The amount of financial need that has been or will be met.
- The type and amount of assistance in your financial aid package.
- How and when the federal financial aid funds will be paid to your account.
- The school's Satisfactory Academic Progress policy and how it affects your eligibility for financial aid.
- The special facilities and services available to disabled students.
- The interest rate on any loans available through the school, the amount you must repay, the length of time you have to repay, when you must begin repayments, and any condition and deferment provisions that apply.

## Responsibilities

If you are applying for Federal Student Aid, as a student, it is your responsibility to:

- Complete your Free Application for Federal Student Aid (FAFSA) accurately and submit it on time. Errors can delay, and in some cases prevent you from receiving aid.
- Provide all supporting documentation, corrections, and/or new information upon the request of the Financial Aid Office.
- Notify your school of any information that has changed since you applied.
- Accept/Decline subsequent disbursements of loan funds.
- Read and understand all forms you are asked to sign.

## Types of Federal Student Aid Available for Application

### Grants

#### **Federal Pell Grant**

The Federal Pell Grant is gift assistance that does not have to be repaid. Pell is awarded only to undergraduate students who have not earned a bachelor's or first professional degree and who have a financial need as determined by the U.S. Department of Education standards. Annually, the U.S. Department of Education determines student eligibility for this grant. For the 2016-2017 award year (July 1, 2016 to June 30, 2017), the maximum Federal Pell Grant award is \$5,815.

#### **Federal Supplemental Educational Opportunity Grant (FSEOG)**

The Federal Supplemental Educational Opportunity Grant (FSEOG) is also gift assistance that does not have to be repaid. FSEOG is awarded to undergraduate students who have not earned a bachelor's or first professional degree and who have an exceptional financial need as determined by the U.S. Department of Education standards. Student with the lowest "Expected Family Contribution" (EFC), who also receive Pell Grant funds are awarded FSEOG before students with higher EFCs. The average award amount varies and is dependent upon the amount of funds the school receives from the Department of Education. For the 2016-2017 award year, the maximum FSEOG award is \$334.

### Loans

#### **Subsidized Federal Stafford Loan**

The Subsidized Federal Stafford Loan program provides low interest loans through the U.S. Department of Education's Direct Loan Program. To qualify, students who have financial need as determined by the U.S. Department of Education. The maximum annual loan amount for a full academic year for first-year students is \$3,500, less origination and other fees (as applicable). Amounts may differ if your program of study is more or less than a full academic year. Please refer to your Loan Entrance Counseling package for information specific to you. The federal government pays the interest for you while you are in school and during any periods of deferment. Interest does not accrue until the student graduates or drops below a half-time enrollment status. The minimum repayment amount is \$50 per month; however, Subsidized Federal Stafford Loans provide many flexible repayment plans as outlined in the loan counseling materials. Payments are based on the repayment plan selected by the student. For loans with a first disbursement between 7/1/2016 and 6/30/2017, the interest rate is a fixed rate as low as 3.76%. Borrowers with other outstanding loans may be eligible to consolidate eligible loans into one consolidated payment. Please refer to your Loan Entrance counseling package for additional information.

#### **Unsubsidized Federal Stafford Loan**

If you do not qualify for a full or partial Subsidized Stafford Loan based on your financial need, you may qualify for

an Unsubsidized Stafford Loan. The federal government does not pay the interest on Unsubsidized Stafford Loans while you are in school or have loans in a deferred status. Student loan borrowers are responsible for all interest that accrues on the loan while enrolled, during your grace period, and any deferment periods. You may elect to make interest payments while in school to avoid the capitalization of interest and lower the overall repayment debt. Loan repayment begins six months after leaving school or if you drop below a half-time enrollment status. Independent students can borrow up to \$9,500 (Subsidized and Unsubsidized combined) for the first academic year. Dependent students can borrow up to \$5,500 (Subsidized and Unsubsidized combined) for the first academic year. If your program of study is more or less than one academic year, these amounts will be different. For loans first disbursed between 7/1/2016 and 6/30/17, the interest rate is fixed at 3.76%. Please review your Loan Entrance Interview package for additional information regarding your loans.

### **Parent PLUS Federal Loan**

The Federal PLUS Loan is available to parents who wish to apply for additional assistance for their dependent child's education. The amount of the PLUS Loan cannot exceed the student's cost of attendance minus other student aid awarded. For loans first disbursed between 7/1/16 and 6/30/17, the interest rate is at 6.31%. The first payment on PLUS Loans will be due within 60 days after the final loan disbursement. Payments will include both principal and the interest that accumulates.

## **Applying for Federal Student Aid**

Each student interested in receiving financial assistance must first complete submit the Free Application for Federal Student Aid (FAFSA). The Financial Aid Office will utilize the results of the FAFSA, in addition to institutional and other applications to estimate and determine the student's financial aid eligibility.

A student may be selected to participate in a verification process of the information submitted on the FAFSA by the U.S. Department of Education. The U.S. Department of Education's Central Processor (CPS) following procedures established by federal regulation may select a student for verification. If, during the application process, the file is selected for verification, the student and their family must submit all documents required to validate the information listed on the FAFSA.

Students should refer to [www.studentaid.ed.gov](http://www.studentaid.ed.gov) for more detailed information regarding federal student aid.

## **Disbursing Federal Student Aid**

Federal student aid is awarded based on the student's program of study and academic year. The Federal Pell Grant and Federal Supplemental Educational Opportunity Grant, for those who qualify, is credited to the student's account twice during the academic year – the first disbursement occurs at the beginning and the second disbursement occurs at the mid-point of the academic year as measured in credits earned and weeks attended.

In order to receive federal loan disbursements the student (and parent in the case of PLUS loans) must complete and sign a valid master promissory note. Student loan borrowers must also complete a loan entrance interview as well. Federal loans are disbursed twice during the academic year – the first disbursement occurs at the beginning and the second disbursement occurs at the mid-point of the academic year as measured in credits earned and weeks attended. Once all tuition and fees charged by the institution have been met, the student may receive the excess amount of federal student aid that creates a credit on the account.

## **Credit Balances**

A "Federal Student Aid Credit Balance Authorizations Form" is provided to students by the Financial Aid Office soon after enrollment. Students and parents (of a dependent student applying for PLUS loans) review the form, select the appropriate authorization category, and provide the signed form to the Financial Aid Office. Based on student's authorization, the institution will retain any existing credit balance on the account to be applied to allowable future charges to assist students in managing those funds or to be disbursed at their request. In the event that funds are not requested prior to leaving the institution and the student so authorizes, the institution will

return the credit balance to the lender as prepayment of the student loan. The institution will retain interest earned on the credit balance while the funds remain on the account.

### Returning Federal Student Aid

The Return of Federal Student Aid policy and the RSI Refund Policy consist of two different calculations. All students who receive federal student aid while attending RSI will have any unearned funds returned to the federal student aid programs should they withdraw prior to completing more than 60% of the payment period from which they withdrew and this is calculated based on the student’s last date of attendance. A payment period is defined as ½ of an academic year. More information regarding the return of federal student aid and refund policies can be obtained from the Financial Aid Office.

### Drug Conviction Affects on Federal Student Aid Eligibility

Any student convicted in state or federal court of selling or possessing illegal drugs while receiving federal student aid may become ineligible for aid for all or part of the school year depending on the type and number of convictions. The chart below illustrates the period of ineligibility for Federal Student Aid Funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

	Possession of Illegal Drugs	Sale of Illegal Drugs
1st offense	1 year from date of conviction	2 years from date of conviction
2nd offense	2 years from date of conviction	Indefinite period
3+ offenses	Indefinite period	

Additional information can be obtained from the Financial Aid Office.

### Federal Student Loan Management

Each first-time student loan borrower is required to attend/complete a loan Entrance Interview conducted individually, in a group, or online. The interview will include an explanation of the use of a Master Promissory Note (MPN), the importance of the repayment obligation, a description of the consequences of default, sample repayment schedules, information in reference to borrower’s rights and responsibilities, as well as other terms and conditions.

Upcoming graduates, students who officially withdraw, or students who cease to attend at least half time will be required to complete/attend the Exit Counseling session. Students who leave school without attending an exit counseling session will receive an exit counseling package mailed by the campus. Exit counseling addresses topics such as the requirement to repay the loan, repayment plans, updating contact and demographic information, the consequences of default.

Students who receive federal student loans sign a Master Promissory Agreement (MPN), which states the student is obligated to repay the student loan funds regardless of the student’s graduation, withdrawal from school, or the student’s inability to obtain employment.

The student loan program offers students may different repayment options. Students are responsible for selecting the appropriate payment plan to suit their needs. The school’s Financial Aid Office, loan servicer, or the Student Loan Assistance Group are available to review the different repayment options. If at any time a student becomes delinquent on a loan, it is the student’s responsibility to contact the school or the servicer to determine what options are available to the student.



## National Student Loan Data

The National Student Loan Data System (NSLDS) is the U.S. Department of Education's (ED's) central database for student aid. Student financial aid information is submitted to the NSLDS. NSLDS receives data from schools, guaranty agencies, the Direct Loan program, the Pell Grant program, and other ED programs. NSLDS Student Access provides a centralized, integrated view of Federal Student Aid Loans and Grants so that recipients of funds from these programs can access and inquire about the Federal Student Aid loans and/or Grant data. Once the data is reported to NSLDS, this site and all information contained within is accessible to Financial Aid Administrators, Student Loan Servicers, and Students. All users must sign-in and be an authorized user. Unauthorized use of this site is strictly prohibited. To access the NSLDS website, visit [www.nsls.ed.gov](http://www.nsls.ed.gov).

## Federal Student Aid Ombudsman Notification

Student should contact the Financial Aid Office who is always ready to assist with any questions or concerns regarding Federal Subsidized or Unsubsidized Loans. If a situation exists that the Financial Aid Office cannot resolve, students should follow the grievance procedures as outlined in both the school catalog and the student handbook. After all options are exhausted and the Federal Student Aid Loan issue cannot be resolved, the U.S. Department of Education's Office of the Ombudsman for student loan issues is available. The Ombudsman resolves disputes from a neutral and independent viewpoint. The Office of Student Financial Assistance Ombudsman will informally research a borrower issues and suggest solutions to resolve.

Student borrowers can contact the Office of the Ombudsman by:

*Online Assistance:* <http://studentaid.gov/repay-loans/disputes/prepare>

*Toll-Free Telephone:* 1.877.557.2575

*Fax:* 1.202.275.0549

*Mail:* U.S. Department of Education  
FSA Ombudsman Group  
830 First Street N.E.  
Mail Stop 5144  
Washington, D.C. 20202

## CODE OF CONDUCT FOR STUDENT LOANS

### Our Campuses:

- May not solicit or accept a gift from a lending institution in exchange for any advantage or consideration related to student loans.
- May not engage in revenue-sharing arrangements with a lending institution.
- May not solicit, accept, or receive gifts from or on behalf of a lending institution, and such employees must report any instance of a lending institution attempting to give such a gift. However, food, refreshments, training or informational material furnished to an employee as part of training only are permitted.
- May not receive payment to serve on an advisory board of a lending institution, including being reimbursed for expenses.
- May not permit employees of a lending institution to staff its financial aid office or represent themselves as employees of the school.
- May accept promotional literature from a lending institution.
- Must inform borrowers of all options to borrow from the federal student loan programs, including explaining the terms and conditions that may be favorable, before it may provide that borrower a private loan.
- May not enter into an agreement or otherwise provide high-risk loans in exchange for concessions or promises to the lending institution that may prejudice other borrowers or create opportunity pools that balance that balance credit risk among students with different credit ratings.
- Must disclose the process and criteria by which it selected the lending institutions included on a Preferred Lender List (if applicable). Any decision to include a lending institution on the Preferred Lender List must be made based in the best interest of the borrowers, the list must be updated annually, and it must state that students may select any lender they choose and will not suffer any penalty for doing so.
- Must not accept opportunity loans or funds for private loans from lenders in exchange for benefits provided to the school or its borrowers in connection with a different type of loan.
- Must make reasonable inquiry to assure that the lender does not have an agreement to sell its loans to an unaffiliated lender unless that agreement is disclosed.
- May not direct borrowers to an electronic master promissory note or other loan agreement unless it allows the borrower to enter the lender code for any lender offering that type of loan.
- Does not assign for any first time borrower a loan to a particular lender, and does not refuse to certify or delay certification of any loan based on the borrower's selection of a particular lender.

For questions regarding Financial Aid or this policy, contact the financial aid office at your school. If you have concerns about the policy, please follow the Student Complaint/Grievance Procedure listed in the catalog.

## PREVENTION OF FINANCIAL AID/SCHOLARSHIP FRAUD

Every year, millions of high school graduates and their families seek ways to finance the costs of a college education. In the process, they sometimes are either victimized by or unwittingly participate in federal student financial aid and scholarship scams and fraud. To help students and their families, Congress passed the College Scholarship Fraud Prevention Act of 2000, Pub. L. No. 106-420, 114 Stat. 1867, and it was signed into law on Nov. 1, 2000. This act established stricter sentencing guidelines for criminal financial aid fraud and charged the U.S. Department of Education, working in conjunction with the Federal Trade Commission (FTC), with implementing national awareness activities, including a financial aid fraud awareness page on the Department of Education website.

The Department of Education and the FTC have continued their consumer education efforts. Using a variety of media, including websites, booklets, brochures, flyers, posters, and bookmarks, the Department of Education and the FTC are disseminating information to help consumers avoid financial aid scams. The Department of Education materials also provide information about the major federal student aid programs. They remind students that there is no fee to submit the *Free Application for Federal Student Aid* (FAFSA) and that free assistance is available from the Department of Education, high school counselors, and college financial aid administrators when applying for aid.

According to the FTC, perpetrators of financial aid or scholarship fraud often use these telltale lines:

- The scholarship is guaranteed or your money back.
- You can't get this information anywhere else.
- I just need your credit card or bank account number to hold this scholarship.
- We'll do all the work.
- The scholarship will cost some money.
- You've been selected by a 'national foundation' to receive a scholarship.
- 'You're a finalist,' in a contest you never entered.
- We've helped over xx million find a student loan, let us help you!

To file a complaint, or for free information, students or parents should contact the FTC by calling 1.877.FTC.HELP (1.877.382.4357) or visit their website: [www.ftc.gov/scholarshipscams](http://www.ftc.gov/scholarshipscams).

Additional information can be obtained from the following websites:

- [www.studentaid.ed.gov](http://www.studentaid.ed.gov)
- [www.finaid.org/scholarships/fraudact.phtml](http://www.finaid.org/scholarships/fraudact.phtml)
- [www.finaid.org/scholarships/scams.phtml/](http://www.finaid.org/scholarships/scams.phtml/)

# Consumer Disclosures and Student Right-to-Know Act

## Student Disclosures

Federal regulations and the Student Right-to-Know Act require institutions participating in Federal Student Aid to provide additional disclosures to students. The disclosures are appended to this Student Handbook and include:

- Retention Rates
- Student Body Diversity
- On-Time Graduation Rates
- Disaggregated Completion / Graduation Rates
- Placement Rates
- Average Annual Starting Salaries
- Standard Occupational Classification (SOC) Codes for Occupations our Programs Prepare Students
- Average Cost for Graduates
- Median Debt Incurred by Graduates

Information related to these required disclosures will be distributed to all current and perspective students by July 1st each year via the school's website or in hard copy. Current and perspective students may request a copy of the disclosures at any time from the Campus President, Director of Admissions, or Director of Financial Aid.

The Annual Student Right-to-Know Information is attached as an addendum to this Handbook.

## Textbook Information

Students should refer to the Textbook, Course Materials, and Gear Kit Itemization Listing for information and options concerning textbooks, course materials, and gear information for their academic program.

## Voter Registration Information

Schools must make a good faith effort to distribute voter registration forms to their students. Students are sent an electronic copy of the Arizona Voter Registration Form and are notified of where they may obtain copies of the form. Downloadable versions of this form are available on the Arizona Secretary of State's website at: <http://www.azsos.gov/election/forms/VoterRegistrationForm.pdf>.

If you are not a resident of Arizona, you can register to vote in your state by using the National Mail Voter Registration Form available on the U.S. Election Assistance Commission's website at: [http://www.eac.gov/assets/1/Documents/Federal%20Voter%20Registration\\_1209\\_en9242012.pdf](http://www.eac.gov/assets/1/Documents/Federal%20Voter%20Registration_1209_en9242012.pdf). Additionally, voter registration forms can be obtained from the Student Services Office.

## Constitution and Citizenship Day – September 17th

Institutions must comply with the "Consolidated Appropriations Act, 2005." The law states that "each educational institution that receives Federal funds for a fiscal year shall hold an educational program on the United States Constitution on September 17 of such year for the students served by the educational institution." The law requires that Constitution Day be held on September 17 of each year, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

The National Archives has a Web site with a scan of the U.S. Constitution available online at: [http://www.archives.gov/national\\_archives\\_experience/charters/constitution.html](http://www.archives.gov/national_archives_experience/charters/constitution.html)

Please refer to the Student Bulletin Board for information on Constitution Day activities on/around September 17<sup>th</sup>.

## NOTIFICATION OF RIGHTS UNDER FERPA

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. These rights include:

- I. The right to inspect and review the student's education records within 45 days of the day the school receives a request for access.
  - a) The student, or in the case of the student being a minor, the parent, should submit to the registrar or other appropriate official, a written request that identifies the record(s) the student wishes to inspect.
  - b) The school official will make arrangements for access and will notify the student of the time and place where the records may be inspected.
  - c) If the records are not maintained by the school official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
- II. The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.
  - a) A student who wishes to ask the school to amend a record should write the school official responsible for the record, clearly identify the part of the record the student wants changed, and specify why it should be changed.
  - b) If the school decides not to amend the record as requested, the school will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment.
  - c) Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
- III. The right to provide consent before the school discloses personally identifiable information from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

Exceptions to consent of disclosure include the following:

- a) The school discloses education records without the student or parent's prior written consent to school officials with legitimate educational interests. A school official is a person employed by the school in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the school has contracted as its agent to provide a service instead of using school employees or officials (such as an accrediting agency, attorney, auditor, or collection agent); a person serving on the Board of Directors; or a student serving on an official committee (such as a disciplinary or grievance committee), or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for the school.
- b) The school discloses personally identifiable information from the student's education records without the student or parent's prior written consent to the Attorney General of the United States or to the Attorney General's designee in response to an ex parte order in connection with the investigation or prosecution of terrorism crimes specified in Sections 2332b(g)(5)(B) and 2331 of title 18, U.S. Code. The institution is not required to record the disclosure of such information in the student's file. Further, if the institution has provided this information in good faith in compliance with an ex parte order issued under the amendment, it is not liable to any person for the disclosure of information.
- c) The school discloses information from a student's education records without the written consent or knowledge of the student or parent in order to comply with a lawfully issued subpoena or court order in the following three contexts:
  - i. Grand Jury Subpoena: The institution may disclose education records to the entity or persons designated in a federal grand jury subpoena. In addition, the court may order the

institution not to disclose to anyone the existence or context of the subpoena or the institution's response.

- ii. Law Enforcement Subpoena: The institution may disclose education records to the entity or persons designated in any other subpoena issued for a law enforcement purpose. As with federal grand jury subpoenas, the issuing court or agency may, for good cause shown, order the institution not to disclose to anyone the existence or contents of the subpoena or the institution's response. Notification requirements and recordation requirements do not apply.
  - iii. All Other Subpoenas: The institution may disclose information pursuant to any other court order or lawfully issued subpoena only if the school makes a reasonable effort to notify the parent or eligible student of the order or subpoena in advance of compliance, so that the parent or student may seek protective action. The institution will record all requests for information from a standard court order or subpoena.
- d) The school discloses information from a student's education records without the written consent or knowledge of the student or parent in order to "appropriate parties in connection with an emergency, if knowledge of the information is necessary to protect the health and safety of the student or other individuals." Imminent danger to student or others must be present.
  - e) The school discloses information from a student's education records without the written consent of the student or parent "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 eligible students and parents about directory information and allow eligible students and parents a reasonable amount of time to request that the school not disclose directory information about them. Schools may not, however include certain "directory" information, such as social security numbers, citizenship status, gender, ethnicity, religious preference, grades, GPA, and daily class schedule.
- IV. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the school to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-5901

# STUDENT GRIEVANCE PROCEDURE

## Statement of Purpose

The primary objectives of this Student Grievance Procedure are to ensure that students have the opportunity to present grievances to the Institution regarding a certain action or inaction by a member of the Institution. The Institution has a consistent way of resolving those grievances in a fair and just manner.

A student may pursue a grievance if he or she believes that a member of the Institution has violated his or her rights. This Student Grievance Procedure applies to all formal grievances. The definition of a grievance is violation of written campus policies, procedures, or arbitrary, capricious, or unequal application of written campus policies or procedures.

## Informal Resolution

Prior to invoking the procedures described below, the student is strongly encouraged, but is not required, to discuss his or her grievance with the person alleged to have caused the grievance. The discussion should be held as soon as the student first becomes aware of the act or condition that is the basis of the grievance. Additionally or in the alternative, the student may wish to present his or her grievance in writing to the person alleged to have caused the grievance. In either case, the person alleged to have caused the grievance must respond to the student promptly, either orally or in writing.

## Initial Review

If a student decides not to present his or her grievance to the person alleged to have caused the grievance or if the student is not satisfied with the response, he or she may present the grievance in writing to the director or designee of the department or area where the person alleged to have caused the grievance is employed. Any such written grievance must be received by the director no later than 30 calendar days after the student first became aware of the facts that gave rise to the grievance. If the grievance is against the director of a department or area, the student should address his or her grievance to the next level director, Campus President, or appropriate authority. The director should conduct an informal investigation as warranted to resolve any factual disputes. Based upon the results of director's investigation, the director shall make a determination and submit his or her decision in writing to the student and to the person alleged to have caused the grievance within ten calendar days of conclusion of their investigation. The written determination shall include the reasons for the decision, shall indicate the remedial action to be taken if any, and shall inform the student of the right to seek review by the Campus President or designee.

## Appeal Procedures

Within ten calendar days of receipt of the director's decision, a student who is not satisfied with the response of the director after the initial review may seek further review by submitting the written grievance, together with the director's written decision, to the Campus President or designee. Within 15 calendar days of receipt of the request for review, the Campus President shall submit his or her decision in writing to the student and to the person alleged to have caused the grievance. The written disposition shall include the reasons for the decision, and it shall direct a remedy for the aggrieved student if any.

# ARBITRATION AGREEMENT

## AGREEMENT TO BINDING INDIVIDUAL ARBITRATION AND WAIVER OF JURY TRIAL ("Arbitration Agreement")

*Please read this carefully. It affects your rights.*

Any disputes, claims, or controversies between me and The Refrigeration School no matter how described, pleaded or styled, arising out of or relating to the Enrollment Agreement between me and The Refrigeration School, my recruitment, enrollment, or attendance at The Refrigeration School, the education provided by The Refrigeration School, The Refrigeration School's billing, financial aid, disbursement of funds, career service assistance, or any other claim relating in any manner to my relationship with The Refrigeration School that is not resolved in accordance with the Student Complaint/Grievance Procedure set forth in the School Catalog, shall be resolved by binding arbitration under the Federal Arbitration Act. In addition, any dispute as to the ability to arbitrate of a particular issue or claim or the validity of the Enrollment Agreement, including this Arbitration Agreement shall be resolved through arbitration. For purposes of this Arbitration Agreement, the terms "The Refrigeration School," "you", "yours" or "School" mean The Refrigeration School, its predecessors in interest, successors, assigns, parents, subsidiaries, divisions, and affiliates (the "RSI Entities"), and each of the RSI Entities' owners, shareholders, partners, members, officers, directors, employees, agents, representatives, heirs, executors, administrators, attorneys, insurers, and all persons acting by, through, under, or in concert with them, as well as any subsequent holders of the Enrollment Agreement. I understand that The Refrigeration School is a trade name owned by StrataTech Education Group, and that the definitions of the terms "you", "yours" and "School" as used in this Arbitration Agreement encompasses StrataTech Education Group. The terms "I", "me", and "my" as used in this Arbitration Agreement mean the Student/Buyer and any Co-signer.

**I agree that by entering into this Arbitration Agreement, School and I are each waiving the right to a trial by jury, to participate in a class action, or to have claims brought by or against either of us joined or consolidated with claims brought by or against another person.**

Exclusion for Small Claims Court Actions - Notwithstanding the preceding paragraph, either party may file an action in small claims court.

Complaints to Regulatory Agencies - Nothing in this Arbitration Agreement prohibits me from filing a complaint with the state regulatory agency or accrediting agencies listed in School's catalog.

**RIGHT TO REJECT: I may reject this Arbitration Agreement by mailing a signed rejection notice to 4210 East Washington Street, Phoenix, AZ 85034 within 20 days of the date that I sign the Enrollment Agreement. Any rejection notice must include my name, address, e-mail address and telephone number.**

Choice of Arbitration Provider and Arbitration Rules - Unless you and I both agree to an alternative, the arbitration shall be administered by the American Arbitration Association ("AAA") before a single arbitrator and under the AAA's Consumer Arbitration Rules in effect at the time the arbitration is brought (collectively the "AAA Rules"). Information about the arbitration process can be obtained from AAA at [www.adr.org](http://www.adr.org) or 1-800-778-7879.

Location of Arbitration – All in-person hearings and conferences in the arbitration shall take place in a locale within 50 miles of the campus I attend or attended, unless the School and I agree otherwise. If the county in which I reside at the time I file my claim is more than 50 miles from the campus I attend or attended, then I may choose that the hearings and conferences take place in my county. If my claim is for \$10,000 or less, I may choose whether the arbitration will be conducted solely on the basis of documents submitted to the arbitrator, through a telephonic hearing or by an in-person hearing as established by the AAA Rules. If my claim exceeds \$10,000, the right to a hearing will be determined by the AAA Rules.

Choice of Law – You and I agree that the Enrollment Agreement, including the Arbitration Agreement evidences a transaction involving interstate commerce, that the arbitrator shall apply federal law to the fullest extent possible, and that the Federal Arbitration Act (9 U.S.C. §§1-16) (including the applicable substantive and procedural provisions thereof) ("FAA"), and not any state law, shall govern the applicability, interpretation and enforcement of this Arbitration Agreement.

Costs, Fees, and Expenses of Arbitration - Each party shall bear the expense of its own counsel, experts, witnesses, and preparation and presentation of proofs. The amount AAA charges to the consumer for filing a claim under the Consumer Arbitration Rules is currently \$200, and all remaining amounts are paid by the business (including administrative fees, arbitrator compensation, and expenses). However, this amount is subject to change by the arbitration provider. I understand that if I grossly overstate my claimed damages and the business is required to pay significant fees to the AAA, then the business may seek to recover those costs regardless of who succeeds in the arbitration.



Relief and Remedies - The arbitrator shall have the authority to award in favor of the individual party seeking relief all remedies permitted by applicable substantive law, including, without limitation, compensatory, statutory and punitive damages (subject to limits that would apply in court), and attorneys' fees and costs. In addition, the arbitrator may award declaratory or injunctive relief only in favor of the individual party seeking relief and only to the extent necessary to provide relief warranted in that party's individual claim. Upon the timely request of either party, the arbitrator shall render a written decision setting forth his or her essential findings and the basis of his or her award. If the arbitrator determines that any claim or defense is frivolous or wrongfully intended to oppress the other party, the arbitrator may award sanctions against the applicable party in the form of fees and expenses reasonably incurred by the other party (including arbitration administration fees, arbitrator's fees, and attorney, expert and witness fees), to the extent such fees and expenses could be imposed on a party or a party's counsel under Rule 11 of the Federal Rules of Civil Procedure. The arbitrator may also award fees and expenses in accordance with any applicable AAA rule.

Effect of Arbitration Award - Any state or federal court with jurisdiction and venue may enter an order enforcing this Arbitration Agreement, enter judgment upon the arbitrator's award and/or take any action authorized under the FAA. For any arbitration-related proceedings in which courts are authorized to take action under the FAA, each party expressly consents to the non-exclusive jurisdiction of any state court of general jurisdiction or any state court of equity that is reasonably convenient to me, *provided* that the parties to any such judicial proceeding shall have the right to initiate such proceeding in a federal court or remove the proceeding to federal court if authorized to do so under applicable federal law.

Survival, Severability: This Arbitration Agreement shall survive the termination of my relationship with you or any change in my enrollment status. If any part or parts of this Arbitration Agreement are found to be invalid or unenforceable by a decision of a tribunal of competent jurisdiction, then such specific part or parts shall be of no force and effect and shall be severed, but the remainder of this Arbitration Agreement shall continue in full force and effect. Any or all of the limitations set forth in this Arbitration Agreement may be specifically waived by the party against whom the claim is asserted. Such waiver shall not waive or affect any other portion of this Arbitration Agreement.

**IMPORTANT WAIVERS: NEITHER PARTY WILL HAVE THE RIGHT TO A JURY TRIAL, TO ENGAGE IN DISCOVERY, EXCEPT AS PROVIDED IN THE APPLICABLE ARBITRATION RULES, OR OTHERWISE TO LITIGATE THE DISPUTE OR CLAIM IN ANY COURT (OTHER THAN IN AN ACTION TO ENFORCE THE ARBITRATOR'S AWARD). FURTHER, I WILL NOT HAVE THE RIGHT TO PARTICIPATE AS A REPRESENTATIVE OR MEMBER OF ANY CLASS OF CLAIMANTS PERTAINING TO ANY CLAIM SUBJECT TO ARBITRATION. THE ARBITRATOR'S DECISION WILL BE FINAL AND BINDING. OTHER RIGHTS THAT YOU OR I WOULD HAVE IN COURT ALSO MAY NOT BE AVAILABLE IN ARBITRATION.**

#### **Notice to Federal Student Loan Borrowers regarding Arbitration**

Enrollment agreements between The Refrigeration School and its students include a pre-dispute arbitration agreement, which includes a class action waiver that requires arbitration for claims arising out of students' recruitment, enrollment and attendance at the institution, among others. The Refrigeration School requires students receiving Title IV federal student aid to agree to these terms as a condition of enrollment. As required by federal regulations, The Refrigeration School provides the following disclosures:

- The Refrigeration School cannot require a federal student loan borrower to participate in arbitration or any internal dispute resolution process offered by the institution prior to filing a borrower defense to repayment application with the U.S. Department of Education under 34 C.F.R. § 685.206(e).
- The Refrigeration School cannot, in any way, require students to limit, relinquish, or waive their ability to pursue filing a borrower defense claim with the U.S. Department of Education, pursuant to 34 C.F.R. § 685.206(e), at any time.
- Any arbitration required by the arbitration agreement tolls (pauses) the limitations period for filing a borrower defense to repayment application pursuant to 34 C.F.R. § 685.206(e)(6)(ii), for the length of time that the arbitration proceeding is under way.



## Drug-Free Workplace Policy Consent Form

The Drug and Alcohol Abuse Prevention Program and Policy have been revised in conformance with the current laws of the State of Arizona. In accordance with the School's policy of maintaining a drug free workplace, The Refrigeration School will continue a random drug testing program. Testing may be conducted either on site or at an approved collection site. Mandatory participation if you are selected is required, and your refusal will result in a suspension for no less than three (3) days from attending classes. Continued refusal shall be considered a deliberate attempt to disrupt The Refrigeration School and could be grounds for termination.

The person who is found in possession of a controlled substance or tests positive for a first time violation will receive a reprimand to be placed in their file and will be required to enroll in an approved Chemical Dependency treatment program. Upon documented proof of completion of this treatment, the reprimand will be removed from the file. However if a person does not complete the treatment program, the person will be terminated from school and the reprimand will remain in the file. A person found in possession of a controlled substance will be escorted from the School's premises immediately and be listed as absent for the day's shift.

Regardless of previous test activity, a person may be subject to another drug test at any time.

The person testing positive a second time will be given a reprimand that becomes a permanent part of their record, and will be terminated from the school.

Any person arriving at the School in a condition considered by the School staff as being impaired will be suspended immediately for that day and required to leave the premises. If an employee or student suspects that someone is impaired, please notify the Faculty Supervisor, Director of Education, Director of Student Operations, the supervisor on duty, and/or the Campus President of this situation. This person will be subject to testing at any time as a result of such behavior.

Any verifiable evidence of a student attempting to or engaged in, the manufacture, sale, or distribution of any known controlled substance will be deemed grounds for immediate termination, and may also include the information being forwarded to the appropriate authorities.

Refusal to sign this Memo of Agreement will result in not starting the program.

I, (Please Print) \_\_\_\_\_, SSN (\_\_\_\_\_-\_\_\_\_\_-\_\_\_\_\_) have read the above memo and understand that I may at any time be asked to participate in a random drug test, and fully understand the consequences of my refusal to do so. Any evidence of my impairment observed by RSI staff may be deemed grounds for testing, and I agree to such testing.

STUDENT'S SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_



**POLICY ACKNOWLEDGEMENTS AND CERTIFICATION STATEMENTS**

**NAME** \_\_\_\_\_ **SOC SEC #** \_\_\_\_\_

**STUDENT RIGHT-TO-KNOW DISCLOSURES**

[ ] I acknowledge receipt of the Institution's most recent Student Right-to-Know Information that includes completion/graduation rates, graduate employment rates, general school and financial aid information, as well as various consumer-related policies including the most recent Campus Security Report. I am also aware of where I can obtain additional paper copies of this information.

**DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM CONSENT**

[ ] I have read and received the Drug-Free Workplace Policy and understand that I may at any time be asked to participate in a random drug test, and fully understand the consequences of my refusal to do so. Any evidence of my impairment observed by staff may be deemed grounds for testing, and I agree to such testing. I also understand that any verifiable evidence of attempting to or engaging in the manufacture, sale, or distribution of any known controlled substance will be deemed grounds for immediate termination, and may also include the information being forwarded to the appropriate authorities.

**NOTIFICATION OF RIGHTS UNDER FERPA**

[ ] I have received the Notification of Rights under FERPA and understand that I have the right to inspect and review my education record and the right to request amendments of my education records if I believe they contain inaccurate, misleading, or otherwise violate my privacy rights. I also understand that I have the right to provide written consent before RSI discloses personally identifiable information from my education records, except to the extent that FERPA authorized disclosure without consent. I understand that I have the right to file a complaint with the US Department of Education if I feel the institution failed to comply with the requirements under FERPA.

**GRIEVANCE PROCEDURE**

[ ] I have received a copy of the institution's Grievance Procedure as outlined in the school catalog. In the event I need to present a grievance regarding a certain action or inaction by a member of the institution, I will follow the procedural steps outlined in the policy.

**ARBITRATION AGREEMENT**

[ ] I have received and read the Agreement to Binding Individual Arbitration and Waiver of Jury Trial and have agreed to it as stated in my Enrollment Agreement. I understand that under the Arbitration Agreement, I will be required to submit covered claims and disputes between me and the school that are resolved in accordance with the Student Complaint / Grievance Procedure to binding individual arbitration.

**COPYRIGHT AND PEER-TO-PEER FILE SHARING**

[ ] I have read, received, and will abide by the institution's Copyright and Peer-to-Peer Sharing Policy regarding the unauthorized distribution of copyrighted materials and/or the sharing of copyrighted materials through online networks and communities. I understand that copyright violations can result in disciplinary action taken to include reprimand, suspension, and/or possible expulsion from school depending on the seriousness of the violation.

**STUDENT CONDUCT CODE**

[ ] I have read and received a copy of the institution's code of conduct. I understand that while attending the institution, I am expected to display the highest degree of ethical and professional conduct at all times. I also understand that all school employees are allowed to enforce the Conduct Code. I agree to abide by its terms and understand that violations may result in penalties including reprimand, suspension, and/or dismissal, depending on the seriousness of the violation.

\_\_\_\_\_  
**STUDENT'S SIGNATURE**

\_\_\_\_\_  
**DATE**