



AVEDA INSTITUTE  
DES MOINES

6905 Mills Civic Parkway, Suite 120, West Des Moines, IA 50266

# STUDENT CATALOG



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Updated 6/21/22

The Aveda Institute Des Moines is licensed by:  
Iowa Board of Cosmetology Arts and Sciences  
Iowa Department of Public Health  
Lucas State Office Building 5<sup>th</sup> Floor  
321 E 12<sup>th</sup> St  
Des Moines, IA 50319  
Phone # 515.281.4416  
[www.idph.state.ia.us/licensure](http://www.idph.state.ia.us/licensure)

Accreditation Agency  
National Accrediting Commission of Career Arts and Sciences (NACCAS)  
3015 Colvin Street  
Alexandria, VA 22314  
Phone # 703.600.7600



Owners: V.P. Institute, Inc. (a VP Group company)

Corporate Office Address  
Aveda Institute Des Moines  
6905 Mills Civic Parkway, Suite 120  
West Des Moines, IA 50266

Aveda Institute Des Moines is incorporated under V.P. Institute, Inc.

Disclosure: Aveda Institute Des Moines reserves the right to change programs, start dates, tuition, or to cancel programs. Any changes will be made in accordance with state law, and will be incorporated into this catalog.

The Aveda Institute Des Moines is authorized to operate in Iowa under an exemption from registration by the Iowa College Student Aid Commission. Any student wishing to contact the Commission regarding questions about the school, may do so at:

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Iowa College Aid  
475 SW Fifth Street, Ste D  
Des Moines, IA 50309-4608

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**AVEDA MISSION**

“Our mission at Aveda is to care for the world we live in, from the products we make to the ways in which we give back to society. At Aveda, we strive to set an example for environmental leadership and responsibility, not just in the world of beauty, but around the world.” –Horst Rechelbacher, Founder

**AVEDA INSTITUTE DES MOINES MISSION STATEMENT**

**The Aveda Institute Des Moines is dedicated to providing students with a quality learning environment, which will prepare students to obtain their license after graduation and to obtain a career post-graduation in Cosmetology, Esthiology, Massage Therapy, or other business and management related fields such as retailing and management.**

The mission is achieved based on, but not limited to, the following criteria:

- Creating an environment of trust and respect.
- A commitment to teamwork.
- Promoting personal and professional development.
- Inspiring the continuous quest for knowledge and growth.
- Enabling students to provide services that exceed our clients’ expectations.

**HISTORY**

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Updated 6/21/22

The Aveda Institute Des Moines is owned and operated by V.P. Institute, Inc. Our faculty is a skilled team of experienced educators with knowledge of classic and contemporary techniques. They meet state licensing requirements and are trained in all the aspects of hair, skin and esthetics, body care and related subjects. The Aveda Institute Des Moines is a Cosmetology, Esthiology, and Massage Therapy school, approved and licensed by the State of Iowa, and accredited by the National Accrediting Commission of Career Arts and Sciences.

## **PROGRAMS**

### **Cosmetology 2100 Clock Hours**

#### **Program Description**

The 2100 hour Cosmetology course is a program of 57 weeks for a 5/day week schedule that has educator led classroom and clinical training as well as practical hands-on application. The training program provides theoretical study which serves as the foundation of the students' education. Practical experience builds on classroom theory to provide the essential technical training of a salon professional. Each phase of the students' education emphasizes a different combination of fundamental cosmetology subject matter. The Cosmetology program is comprised of hair and scalp treatments, hair shaping, hair arranging, chemical waving and relaxing, hair coloring, facial treatments and skin care, hair removal, natural nail care, acrylic nails. The program also provides instruction in Iowa law, safety and sanitation, as well as personal/business development and career management.

The last phase of the program, Salon Life, prepares the students to become successful industry professionals. Emphasis is on achieving 100% guest satisfaction through consultation, technical skill, Aveda rituals, timing, retailing, and pre-booking.

#### **Program Objectives**

The objective of this program is to prepare the students for the state licensing examination in Cosmetology and to provide appropriate and comprehensive training thereby enabling them to enter the field of Cosmetology. Graduates of the program will be employable as salon service providers, salon sales representatives, salon owners/managers, business managers, industry educators and freelance artists. The Aveda Institute Des Moines graduate will receive a diploma in Cosmetology and will be prepared to enter the industry with higher than average skill level.

#### **Instructional Methods**

The program is taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overheads, power points, and internet research.

#### **Grading Scale:**

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Updated 6/21/22

100-95 Excellent

94-91 Above Average

90-85 Average

84-80 Below Average

79 and Below Unsatisfactory

<b>Courses</b>	<b>Total Clock Hours</b>	<b>Theory</b>	<b>Lab</b>
COS 101 Hair/Body Systems Theory	26	26	
COS 102 Sanitation	6	6	
COS 103 Iowa Law	10	10	
COS 104 Hair and Scalp Treatments	56	11	45
COS 105 Hair Shaping	260	110	150
COS 106 Hair Arranging	248	73	175
COS 107 Chemical Waving and Relaxing	105	45	60
COS 108 Hair Coloring	435	115	320
COS 109 Skin Care/Hair Removal	113	53	60
COS 110 Manicuring/Pedicuring	160	40	120
COS 111 Precision Trends in Haircutting	210	40	170
COS 112 Precision Trends in Hair Shaping	106	25	81
COS 113 Advanced Hair Coloring	107	20	87
COS 114 Make Up	90	15	75
COS 115 Aveda Rituals	40	12	28
COS 116 Personal and Business Development	28	28	
COS 117 Retailing, Sales and Management Development	100	100	

## **AVEDA INSTITUTE DES MOINES COSMETOLOGY 2100 HOUR PROGRAM**

### **Courses**

#### **COS 101 Hair/Body Systems Theory**

Hair structure, electricity, chemistry, anatomy of the head, face and body, muscle systems.

#### **COS 102 Sanitation**

Safety and sanitation techniques and requirements.

#### **COS 103 Iowa Law**

Iowa laws, rules, safety and sanitation requirements.

#### **COS 104 Hair and Scalp Treatments**

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Product analysis, procedures and techniques, client hair analysis, application techniques, equipment, implements and materials.

**COS 105 Hair Shaping**

Hair cutting and shaping, implements and techniques, sections, handling of shears, clippers and razors, client consultation.

**COS 106 Hair Arranging**

Hair Styling, wet styling, finger waving, pin curl techniques, roller curls, comb out techniques, artistry in hair styling, thermal styling, conventional thermal irons, and blow dry styling.

**COS 107 Chemical Waving and Relaxing**

Permanent restructuring theory of hair, chemistry of solutions, pre-perm analysis, rod selection, perming techniques, custom perm design and wrapping.

**COS 108 Hair Coloring**

Color theory, classifications of hair color, product analysis, corrective coloring, contemporary techniques, one dimensional/multidimensional, foiling, bleach and tone.

**COS 109 Skin Care/Hair Removal**

Histology, disorders, facials, skin care, waxing.

**COS 110 Manicuring/Pedicuring**

Manicures and Pedicures, nail design and artistry, acrylic nails, nail extensions, massage techniques for the hands, arm and feet.

**COS 111 Precision Trends in Haircutting**

Emphasis on Aveda techniques to create any hair design. Students learn to identify trends and skills needed to develop styles using precision cuts.

**COS 112 Precision Trends in Hair Shaping**

Emphasis on trends of professional hairstyling that enhance and contribute to overall look. Students learn to identify trends and skills needed to develop styles based on length, genre, and texture within a creative approach to producing new styles.

**COS 113 Advanced Hair Coloring**

Focus on layering hair coloring techniques to achieve desired look. Aveda Collections are taught and an emphasis on advanced use of foil patterns.

**COS 114 Make Up**

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Make up application with attention to eye shapes, bridal and mature make up techniques, and photo ready make up applications.

### **COS 115 Aveda Rituals**

Performing the Aveda 12 points of difference. Stress relieving rituals, aromatherapy, sensory journeys, finishing touch procedure and massage techniques.

### **COS 116 Personal and Business Development**

Interviewing skills, career success strategy, resume writing, consultations.

### **COS117 Retailing, Sales and Management Development**

Preparation in retailing and business management. Teaches the fundamentals of sales and management as they apply to a retailing atmosphere. Participating in hair shows, annual field trip to advanced education, offering services at events.

## **Esthiology 600 Clock Hours**

### **Program Description**

The Esthiology course is a 600 hour program taught over a period of 20 weeks. The Esthiology program covers the following topics in varied levels of depth and detail giving the student a foundation for a professional career: anatomy, physiology, chemistry, make-up, aromaology, facial massage, clinic practice treatments, personal/career development, wellness, and retail knowledge. Students learn to perform facials, waxing, and make up application.

### **Program Objectives**

The Esthiology curriculum provides skin care training with an emphasis on using pure plant essences in treatment. The program prepares the student for the state licensing examination in Esthiology and to provide appropriate and comprehensive training thereby enabling them to enter the field of Esthiology. Upon completion, students will have the skills to seek employment as a skin care specialist with the knowledge of Aveda products and spa techniques and will receive their diploma in Esthiology.<sup>12</sup>

### **Instructional Methods**

The course is taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, overheads, power points, and internet research.

### **Grading Scale:**

100-95 Excellent

94-91 Above Average

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Updated 6/21/22

90-85 Average                      84-80 Below Average                      79 and below Unsatisfactory

<b>Courses</b>	<b>Total Clock Hours</b>	<b>Theory</b>	<b>Lab</b>
EST Orientation	4		
EST 101 Skin/Body Systems	35	35	
EST 102 Skin Care and Treatment Theory	54	54	
EST 103 Infection Control	5	5	
EST 104 Iowa law	5	5	
EST 105 Facial Workshops	56		56
EST 106 Facial Massage	25	25	
EST 107 Make up	35	25	10
EST 108 Body Treatments	30	15	15
EST 109 Retailing & Business Mgmt	23	23	
EST 110 Aveda Rituals	13	10	3
EST 111 Aromaology	5	5	
EST 112 Hair Removal	15	10	5
EST 113 Clinic	295		295

## **AVEDA INSTITUTE DES MOINES ESTHIOLOGY 600 HOUR PROGRAM**

### **Courses**

#### **EST Orientation**

Information regarding policy & procedure, student services, overview of school history, course description and educational objectives, optional tours of facility. Question and answer time with all support staff.

#### **EST 101 Skin/Body Systems**

Anatomy, physiology, histology, chemistry

#### **EST 102 Skin Care and Treatment Theory**

Skin analysis and consultation, care of the skin through cleansing, refinement, and moisturizing, skin disorders and diseases, balancing the skin, extractions, treatment theory, and ingredient analysis.

#### **EST 103 Infection Control**

Presents bacteriology, safety and sanitation procedures.

#### **EST 104 Iowa Law**

Iowa laws, rules, safety and sanitation requirements.

#### **EST 105 Facial Workshops**

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Updated 6/21/22

Hands on practice of selected facial treatments on live models. Hydra facial education and hands on practice.

**EST 106 Facial Massage**

Relaxation through massage, detoxification massage for lymphatic drainage, basic touch, facial massage.

**EST 107 Make Up**

Color theory, contoured and classic make up applications, dramatic and subtle looks. Lash lift education and hands on practice.

**EST 108 Body Treatments**

Treatments that focus on treating the skin of the entire body.

**EST 109 Retailing & Business Management**

Fundamentals of retailing, selling and skills to manage a business or own a salon.

**EST 110 Aveda Rituals**

Performing the 12 points of difference. Stress relieving rituals, aromatherapy, sensory journeys, finishing touch procedure and massage techniques.

**EST 111 Aromaology**

History of plant aromaology, psychology of aroma, therapeutic effect, custom testing and blending, methods of application.

**EST 112 Hair Removal**

Hair removal theory, safety, and methods of hair removal.

**EST 113 Clinic**

Clinic practice including set up, sanitation, time management and daily goals. Apply knowledge through clinic experiences, refine skills learned in the classroom and practice Aveda skin care and make up service standards.

**Massage Therapy Outline 750 Hours**

**Program Description**

The 750 hour Massage Therapy course is a program of 25 weeks that has educator led classroom and clinical training as well as practical hands on application. Iowa Law requires a minimum of 500 hours of study in Massage Therapy. The additional 250 hours in our Massage Therapy program allows for a more in-depth learning in the areas of practical application, business and management knowledge,

and additional learning time prior to taking the national exam. The focus of the program is Swedish massage, deep tissue massage, and spa treatments with an emphasis on anatomy, physiology, and pathology. Under the direct supervision of an educator, the student will practice and perform treatment sessions focusing on application of full body massage techniques and advanced techniques.

**Program Objectives**

The objective of this program is to prepare our students for the national licensing examination in Massage Therapy. The program provides a balanced study of anatomy, physiology, pathology, aromaology, spa treatments, and body movement techniques. Our program focus is on Swedish and Deep Tissue massage technique executed within the Aveda spa service experience. After completing 750 hours, our graduates will have the skills they need to find employment in a spa, health club, medical or chiropractic clinic.

**Instructional Methods**

The course is taught using several different types of instructional methods such as lectures, videos, hands-on techniques, demonstrations, DVDs, overheads, power points, and internet research.

**Grading Scale**

100-95 Excellent	94-91 Above Average	90-85 Average
84-80 Below Average	79 and below Unsatisfactory	

<b>Courses</b>	<b>Total Clock 12Hours</b>	<b>Theory</b>	<b>Lab</b>
MAS Orientation	4		
MAS 101 Anatomy and Physiology	175	175	
MAS 102 Pathology	40	40	
MAS 103 Massage/Spa Theory/Kinesiology	50	50	
MAS 104 Swedish Massage	70	35	35
MAS 105 Spa/Hydrotherapy	23	13	10
MAS 106 Deep Tissue and Case Studies	35	20	15
MAS 107 Adjunct Massage Modalities	85	60	25
MAS 108 Iowa Law	8	8	
MAS 109 Retailing and Business Management	25	25	
MAS 110 Spa & Medical Tours	10		10
MAS 111 Clinic	225		225

**AVEDA INSTITUTE DES MOINES MASSAGE THERAPY 750 HOUR PROGRAM**

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Updated 6/21/22

## **Courses**

### **MAS Orientation**

Information regarding policy & procedure, student services, overview of school history, course description and educational objectives, optional tours of facility. Question and answer time with all support staff.

### **MAS 101 Anatomy and Physiology**

A basic understanding of the structure and functioning of the human body necessary for competent practice of Massage Therapy. Basic concepts in chemistry and cell/tissue biology, kinesiology as it relates to muscle movement and brain activity, basic structure and functions of the muscular, integumentary, skeletal, endocrine, blood, circulatory, respiratory, digestive and nervous systems of the human body.

### **MAS 102 Pathology**

Study of diseases related to the human body.

### **MAS 103 Massage/Spa Theory/Kinesiology**

History and principles of massage, body mechanics, professionalism, business and ethics, aromatology and herbal studies, ayurveda wellness, nutrition and body awareness. Kinesiology as it relates to rehabilitation, sports injury and fitness, and occupational health and safety.

### **MAS 104 Swedish Massage**

Basic strokes of Swedish Massage Therapy are defined and demonstrated for both the anterior and posterior of the body. Specific treatment patterns for common pathological conditions are taught. The contraindications for Swedish Massage Therapy are reviewed and re-emphasized. An emphasis is placed on proper body mechanics, positioning, and draping.

### **MAS 105 Spa/Hydrotherapy**

Study of a natural and non-invasive healing modality. Students will learn the therapeutic procedures and applications using water, moist heat application and/or Aveda treatment products.

### **MAS 106 Deep Tissue and Case Studies**

Basic strokes of Deep Tissue Massage are defined and demonstrated for both the anterior and posterior of the body. Specific treatment patterns for common pathological conditions are taught. The contraindications for Deep Tissue are reviewed and re-emphasized. An emphasis is placed on proper body mechanics, positioning, and draping.

### **MAS 107 Adjunct Massage Modalities**

Foot reflexology, trigger points, acupressure, polarity, chakra balance, lymphatic/pregnancy massage.

**MAS 108 Iowa Law/Ethics**

Iowa law, rules, safety and sanitation, qualifications for licensing, requirements for establishments.

**MAS 109 Retailing and Business Management**

Fundamentals of retailing, selling and skills to manage a business or own a salon.

**MAS 110 Spa and Medical Tours**

Allows the student to experience different massage practices by touring spas, chiropractic clinics and medical practices.

**MAS 111 Clinic**

Hands on clinical practice in Spa environment. Time is spent reviewing and practicing technical skills, refinement of massage techniques, clinic set up, sanitation, time management, retail skills, guest health and relations, and Aveda Rituals.

**ADMISSIONS**

Admission into Cosmetology, Esthiology and Massage Therapy is open to any applicant who possesses a high school education or equivalent (e.g. GED), is at least 16 years of age, and if it is determined by the Admissions committee that the student is capable of successfully completing and benefiting from the training provided. All proof of education may be verified. The Aveda Institute Des Moines requires a foreign diploma to be translated by an outside agency that is qualified to translate documents to English and confirms the academic equivalence to a high school diploma. Aveda Institute Des Moines will review the validity of online diplomas. No qualified person may be excluded from enrollment in Aveda Institute Des Moines based on age, race, color, sex, creed, religion, disability, marital status, or national or ethnic origin. A written notice of acceptance or rejection must be sent to all applicants. The Aveda Institute Des Moines does not take ability to benefit.

Students currently in default on previous student loans will not be considered a candidate for admission to the Aveda Institute Des Moines until the default situation is resolved by the student.

**ENROLLMENT PROCEDURES**

The first step in the enrollment process is to schedule a tour and meet with an admissions coordinator for a personal interview.

**PERSONAL INTERVIEW**

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Updated 6/21/22

A personal interview with each applicant is required prior to acceptance into any program. We encourage applicants to bring their friends and family members to the interview. Both the applicant and the family have the opportunity to learn about the training programs. The personal interview gives the institution an opportunity to evaluate the applicant.

During the interview and tour with an admissions representative the student will receive the following information:

- **Student Catalog**
- **Pre-enrollment packet including financing options**
- **Course Outline**

#### **TO ENROLL INTO AVEDA, A STUDENT MUST:**

1. Pay a non-refundable \$100.00 application fee.
2. Have a signed permission from a parent or guardian if less than 18 years old.
3. Take aptitude test to determine capability of successful completion of program.
4. Approval by the Admissions department based on documents received and ability to complete and benefit from the program.
5. Sign the enrollment agreement and pay a \$100.00 registration fee and \$50.00 change of start fee (*if applicable*). These fees are refundable only if the student cancels enrollment within 3 business days after signing the enrollment agreement.
6. Submit all documentation for enrollment to the Admissions department.
7. Submit all documentation to apply for financing.

#### **ACCEPTANCE BY THE INSTITUTION**

If all requested documents have been successfully submitted and reviewed and all admission requirements have been met, a written notice of acceptance or rejection will be sent to the applicant.

**The enrollment agreement is a binding contract between the student and Aveda Institute Des Moines. Please read carefully prior to signing the enrollment agreement.**

#### **ACCEPTANCE OF HOME SCHOOLING EDUCATION**

Admission candidates applying with a home schooling education must provide documentation to verify that they have graduated a course equivalent to a public high school education. The following will be accepted as proper education documentation:

1. Transcripts of completion of curriculum with course descriptions
2. A state certified sealed diploma

## **TRANSFER OF CREDITS**

At the Aveda Institute Des Moines, we treat all transfers as another prospective student. Applicants who wish to transfer hours are considered on an individual basis, with no guarantee of transfer credits granted. The Aveda Institute Des Moines will transfer hours based on the student's ability to test out in various areas, and the student's current hours of completion. All admissions requirements and tuition payments must be arranged prior to the acceptance of any transfer student.

Transfer of program work to another school is based on the policies of the transferee school.

### **Re-entry**

Students who do not return from a leave of absence, are expelled or withdraw from the Aveda Institute Des Moines may apply for re-entry into a program with the Institute Director.

A student must make an appointment to meet with the Institute Director. If approved for re-entry, the student needs to initiate the re-entry process with Admissions as if they are a new student. A student may need to re-apply for financing and complete the entire financing process as well as the Admissions process. Cash paying students will be required to pay the entire cash balance owed prior to returning. A \$100 registration fee and \$100 application fee must be paid prior to re-entering the program.

## **DESCRIPTION OF INSTITUTION**

The Aveda Institute Des Moines is committed to providing students with the best education, from classroom to clinic, to the facilities and equipment provided for use in education. The spacious 20,000+ square foot building provides ample space for students to learn, study and interact with guests.

### **Aveda Experience Center:**

A retail center for Aveda hair, skin, flower and plant Pure-Fume, body care, makeup and lifestyle products. The retail store and its Aveda trained personnel give you the opportunity to practice your client service and retailing skills.

### **Guest Service Areas:**

A diverse array of clients comes to the Aveda Institute Des Moines for beauty and wellness services. As a student, you will receive training in a variety of salon and spa settings under the direct supervision of your licensed instructors. The Aveda Institute Des Moines has 104 Cosmetology stations, 6 manicure and 12 pedicure stations, a makeup bar, and 9 fully equipped spa rooms for students to perform services on guests.

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**Student Classrooms:**

Individual classrooms have been designed to provide the proper environment for different types of learning and activities. All of the classrooms are equipped with ample seating and learning space, as well as state-of-the-art audio and visual learning devices. Classrooms can be opened to provide additional space for continuing education classes and events sponsored by the Aveda Institute Des Moines.

**Resource Library and Administrative Offices:**

A resource library has books on styling, motivation, health, wellness and environmental consciousness for your reference. The clinic floor is surrounded by administrative offices and the staff is available throughout the day to answer student questions. Educator offices are located near the clinic floor. Laptop and copy machines are available for student use.

**Common Areas:**

The Aveda Institute Des Moines offers water fountains in the Experience Center, restrooms located in both the Cosmetology and Spa areas, and a student break room equipped with refrigerators, microwaves and vending machines for student use. The common areas also include a dispensary with state-of-the-art equipment, including washers and dryers.

**Lockers/Workstations:**

Students are responsible for all of their belongings. Students will be provided with a locked locker and workstation. If the student leaves the Aveda Institute Des Moines by transfer, withdrawal or extended leave of absence, they need to take all of their belongings with them. Items left in the locker/workstation will be disposed of after 5 school days in order to provide space for incoming students.

**Parking/Entrance:**

The Aveda Institute Des Moines offers student parking directly north of the Aveda Institute Des Moines (across the street). All spaces located on the west side of the Aveda Institute Des Moines should be reserved for our guests. Students must enter the building through the doors marked “student entrance” at the front of the building.

**STUDENT SERVICES****Housing**

Aveda Institute Des Moines can assist students in finding roommates and suitable housing. The Aveda Institute Des Moines, however, does not own or operate housing facilities.

## **The Family Educational Rights and Privacy Act (FERPA)**

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. (An “eligible student” under FERPA is a student who is 18 years of age or older or who attends a postsecondary institution at any age.) These rights include:

1. The right to inspect and review the student's education records within 45 days after the day the Aveda Institute Des Moines (“School” or “Institution”) receives a request for access. A student should submit to the Student Service Coordinator a written request that identifies the record(s) the student wishes to inspect. The Student Service Coordinator will make arrangements for access and notify the student of the time and place where the records may be inspected.
2. 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 student who wishes to ask Aveda Institute Des Moines to amend a record should write the Student Service Coordinator, clearly identify the part of the record the student wants changed, and specify why it should be changed.

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. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to provide written consent before the School discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

The Aveda Institute Des Moines discloses education records without a student’s prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official typically includes a person employed by the School in an administrative, supervisory, academic, research, or support staff position; or a student serving on an official committee, such as a disciplinary or grievance committee. A school official also may include a volunteer or contractor outside of the School who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, or collection agent or a student volunteering to assist another school official in performing his or her tasks. A school official typically 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.

4. 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

## Directory Information

FERPA requires that the School, with certain exceptions, obtain student written consent prior to the disclosure of personally identifiable information from education records. However, the School may disclose appropriately designated “directory information” without written or authorized electronic consent, unless you have advised the School to the contrary in accordance with School procedures. Aveda Institute Des Moines has designated the following information as directory information:

- student’s name
- address
- telephone number
- email address
- date and place of birth
- program of study
- honors and awards
- dates of attendance.
- enrollment status

Requests to have directory information about you withheld should be submitted in writing to the Student Service Coordinator.

See the list below of the disclosures that postsecondary institutions may make without consent.

FERPA permits the disclosure of PII from students’ education records, without consent of the student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the student, § 99.32 of FERPA regulations requires the institution to record the disclosure. Eligible students have a right to inspect and review the record of disclosures. A postsecondary institution may disclose PII from the education records without obtaining prior written consent of the student —

- To other school officials, including teachers, within the School whom the School has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the School has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(3) are met. (§ 99.31(a)(1))
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student’s enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))
- To authorized representatives of the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the university’s State-supported education programs. Disclosures under this provision may be made, subject to the requirements

of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§ 99.31(a)(3) and 99.35)

- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§ 99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))
- To parents of an eligible student if the student is a dependent for IRS tax purposes. (§ 99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena. (§ 99.31(a)(9))
- To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§ 99.31(a)(10))
- Information the School has designated as “directory information” under § 99.37. (§ 99.31(a)(11))
- To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, subject to the requirements of § 99.39. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding. (§ 99.31(a)(13))
- To the general public, the final results of a disciplinary proceeding, subject to the requirements of § 99.39, if the school determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the school’s rules or policies with respect to the allegation made against him or her. (§ 99.31(a)(14))
- To parents of a student regarding the student’s violation of any Federal, State, or local law, or of any rule or policy of the school, governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of 21. (§99.31(a)(15))

## **Transcripts**

The Aveda Institute Des Moines will release official transcripts to students who are current on all owed educational debt. Should a student no longer live within commuting distance of the school, a single copy of their transcript may be furnished to the student’s address within 45 days of written request. Should a student have unpaid financial obligations, the Aveda Institute Des Moines will release an unofficial transcript that indicates the unpaid financial obligation to the Institution or Department of Education. For cases of bankruptcy, please refer to 11 USC 524(a)(2). To receive a copy of academic

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Updated 6/21/22

transcript, student must submit a written request including: Full legal name, social security number or student identification number, dates of attendance, program attended, current address of student where transcript is to be mailed, and current contact information (phone or email). Transcripts are considered permanent records and are maintained through our Freedom software. The Aveda Institute Des Moines has back-up servers to preserve this information in the event of a technology blackout.

### **Career Placement**

The Aveda Institute Des Moines maintains close lines of communication with many salons, spas and Aveda Experience Centers nationwide. Although we do not guarantee job placement, we do provide career placement assistance to help students seek out employment opportunities, not only in their licensed field but also in areas of business management and retailing. We offer additional training in professionalism, resume development, interview preparation, and job searching skills. **In house career fairs and salon visits are included as part of curriculum.**

### **Academic Advising**

Aveda Institute Des Moines provides academic advising to all students. The faculty and staff are available, by appointment or informally, to meet with students to discuss any obstacle that may be in the way of success. Students may be referred to professional counseling in the community. Students receive academic advising at the time of their satisfactory progress reports as well as when needed on an individual basis. Students receive advising on their attendance if they drop below 90% or as needed on an individual basis.

### **Student Activities**

While at the Aveda Institute Des Moines, students have the opportunity to participate in a variety of events and activities that are educational, interesting and fun. These activities include, but are not limited to, Student Council, Field Trips, Hair shows, and Charitable Events.

### **Alumni**

Aveda Institute Des Moines allows graduates to keep in touch with classmates, receive placement assistance and attend events held at the Aveda Institute Des Moines. Alumni events are scheduled through the Office of Admissions.

## **ACADEMIC INFORMATION AND STANDARDS OF PROGRESS**

### **Syllabus**

On the first day of class for each program, students receive a copy of the program syllabi and program outlines. Students receive a catalog prior to enrollment.

## Schedules

Cosmetology students are scheduled to attend classes Monday-Friday for 37 hours per week. Massage Therapy students attend Monday, Wednesday, and Friday for 30 hours per week. Esthiology I students attend Tuesday, Thursday, and Saturday for 30 hours per week. Esthiology II students attend Monday, Wednesday, Friday for first portion of program and then Monday, Wednesday, Saturday for total of 30 hours per week. Beginning January 3, 2023, new Esthiology students will attend class Tuesday -Friday for 30 hours per week. Specific schedule outlined in student contract. Once the student has enrolled into the Aveda Institute Des Moines and has signed their enrollment agreement, which outlines their attendance schedule, the student must adhere to their contract and cannot change their attendance schedule.

## Attendance

Attendance is crucial to the success of students attending the Aveda Institute Des Moines. Students are not allowed to miss more than three days in the Intro phase of the Cosmetology program. If more than 3 days are missed in Intro, the student must re-start the program. This means the student will have to terminate or take a Leave of Absence until the next Intro phase they are eligible to attend. Cosmetology students are not allowed to miss more than 3 class periods during any phase and violation of this policy may result in the student being held back to retake the phase. **Wednesdays are crucial** to the student's education, therefore Cosmetology students are allowed to miss **1 Wednesday per phase**, totaling **7 Wednesday during the program**. Wednesdays may be banked and saved to use at a later time. The eighth Wednesday missed could result in termination. **Esthiology** students are allowed to miss **3 Fridays/Saturdays, and Massage Therapy** students are allowed to miss **3 Fridays**. Students are expected to attend every class, arrive on time, and stay through class. ATTENDANCE IS MONITORED EVERY MONTH FOR ATTENDANCE COMPLIANCE AND UNOFFICIAL WITHDRAWALS. Missing scheduled hours may result in a student owing fees for additional hours as outlined below.

## Contract Time and Additional Hour (Overtime) Charges

Cosmetology students are contracted for approximately **62** (37 hour) weeks. Esthiology students are contracted for approximately **22** weeks, and Massage Therapy students are contracted for approximately **28** weeks to cover any day(s) the Aveda Institute Des Moines may be closed and to allow students time off for scheduled events and/or sickness. If a student does not complete contracted clock hours prior to their contracted graduation date, the student will be charged an Additional Hours (Overtime) fee as specified in the enrollment agreement, for each hour of instruction left to complete after his/her contracted graduation date. The Additional Hour fee must be paid in full for a student to clock hours after their contracted graduation date. Payments collected for additional hour charges prior to the contracted graduation date are refunded if the student terminates their enrollment. Students must clock 100% of their contracted total hours to graduate. Students who clock less than 100% of total

hours will continue attending classes until they have clocked the total contracted hours and completed the last phase of the program.

### **Make-up Hours**

The Aveda Institute Des Moines wants students to be successful after graduation. It is the policy of the Aveda Institute Des Moines to allow students below 100% attendance, to avoid additional hour charges, to make-up any lost hours once they have completed the Intro phase (*Cosmetology only*) of the program. Esthiology and Massage Therapy students may apply for Make-up hours during the clinic portion of their program.

If a student fails to show up for a scheduled makeup day, further disciplinary action will be taken. Any student who continually misses their regularly scheduled class or clinic days may temporarily lose the opportunity to make-up hours and/or serve a 3-day suspension per the discretion of Student Services.

### **Make-up Work**

The Aveda Institute Des Moines allows students to make-up missed work on their regularly scheduled days.

### **Tardiness**

Students who do not arrive to class promptly at 8:00am (Esthiology, Massage Therapy) will be marked tardy. Cosmetology students who do not arrive to class promptly at start time (9am or 11am, dependent on their schedule), will be marked as tardy. A 15 minute grace period for extenuating circumstances will be given to each student. However, time missed will be counted against the student's total % of attendance. After three tardies (within six months for Cosmetology and within two months for Massage Therapy and Esthiology) the student will be sent home for the day and further disciplinary action may follow.

### **Early Release**

All students must have permission to leave class early. In the event a student is late arriving or leaves early and can provide a doctor's note, they will be allowed to clock back in for the day. If this falls on a Friday/Saturday for Esthiology students, a Friday for Massage Therapy students or a Wednesday for Cosmetology students, and a doctor's note is provided, only the actual hours missed are counted towards the student's pool of hours. If a student leaves during make-up hours, this will result in a write up. Please see Makeup Hours policy.

### **Notice of Expected Absence**



Students planning to be absent must obtain and complete a notice of expected absence form, have the form signed by the educator, and proceed to the retail center to drop off the completed form, at least one hour in advance of the student leaving for the day.

### **Time Record Policies**

It is a state requirement that the school provide an accurate system for recording all students' hours, services and class hours. Students are ultimately responsible for tracking their own hours on a daily basis. Aveda Institute Des Moines will only honor documented daily time earned. Students must:

1. Clock in and out on the hand scan clock at the beginning and end of each day, and at the beginning and end of each lunch break.
2. Ask for assistance as needed.

### **Leave of Absence**

This Policy applies for all student requests for a leave of absence from the Aveda Institute Des Moines.

A leave of absence (LOA) is a temporary interruption in a student's program of study. A student may be granted a LOA for circumstances beyond the control of the student. All students requesting a LOA must do so in writing. LOAs may be approved for a minimum/maximum of 30-180 calendar days in a 12 month period. LOA requests must be approved by an Administrator of the Aveda Institute Des Moines. Students will be notified of approval or denial for the written request of a leave of absence. A student who takes an unapproved leave of absence or fails to return to the school at the end of an approved leave of absence, is terminated. In addition, the Aveda Institute Des Moines can require a student below satisfactory performance to take a leave of absence.

### **Procedure:**

1. A student encounters circumstances that warrant a leave of absence. The student obtains a Request for Leave of Absence form through the Student Services Office.
  - (a) Requests for LOA must be submitted prior to the start date of LOA. The written request from student must include the reason for request, student signature and date.
  - (b) All requests for LOA should be accompanied by documentation supporting the necessity for LOA within 14 days following the request.
    - i. Verification of need for a LOA may be provided through a multitude of sources. Examples: court documentation for criminal proceeding in which the student is court ordered to attend, military orders for induction or long-term deployment; insurance documentation of major sustained damage to residence or other property; physician documentation for medical care or disability; local social welfare, victims assistance group, or church certification of support services provided.
    - ii. The Aveda Institute Des Moines reserves the right to require additional documentation from outside sources in order to substantiate a LOA request.
  - (c) A student must apply in advance for a LOA unless unforeseen circumstances prevent



the student from doing so. For example, if a student were injured in a car accident and needed a few weeks to recover before returning to the Aveda Institute Des Moines, the student would not have been able to request the LOA in advance.

- (d) The Aveda Institute Des Moines may grant a LOA to a student who did not provide the request prior to the LOA due to unforeseen circumstances if the Aveda Institute Des Moines documents the reason for its decision and collects the request from the student at a later date. In this example, the beginning date of the approved LOA would be determined by the Aveda Institute Des Moines to be the first date the student was unable to attend because of the accident.
  - i. Students with unavoidable circumstances should contact a School Administrator as soon as possible or ask a family member/friend to do so.
2. As a condition for approving a student's LOA request, there must be a reasonable expectation that the student will return from the LOA.
3. Students who do not follow procedure will not be granted a LOA and are expected to attend school as usual.
4. All LOA requests are subject to approval by a School Administrator in accordance to school policy. Students are notified in writing whether the LOA has been approved or denied. The Aveda Institute Des Moines reserves the right to place a student on LOA for purposes
  - (a) If denied, students are expected to attend their normal schedule.
    - i. Should a student not attend as scheduled, a school administrator will monitor attendance policy for unofficial withdrawal and refund policies.
  - (b) If approved, the student, legal guardian (if applicable), and School Administrator will sign and date an enrollment agreement addendum outlining LOA dates, expected date of return, new contract end date, as well as impacts of not returning from LOA.
    - i. The Aveda Institute Des Moines shall extend the student's maximum time frame and the contract end date by the same number of days taken in the LOA.
    - ii. A student on an approved LOA that meets approval criteria is not considered to have withdrawn, and no refund calculation is required at that time.
    - iii. Failing to return to school at the expiration of the approved LOA will result in automatic termination. The withdrawal date for purposes of refund calculations is the student's last date in attendance as evidenced by attendance records.
      1. Should a student receiving Direct Loans or other applicable private loans not return from LOA, the six-month grace period will begin on the student's last day in attendance, regardless of when the decision to terminate is made.
5. The LOA must be a minimum of 30 calendar days. The number of days in approved LOA, when added to all other approved LOAs, cannot exceed 180 days in any 12-month period.
  - (a) The start date of LOA is day one for purposes of 180 days within 12-month maximum.
6. The Aveda Institute Des Moines shall not assess the student any additional institutional charges, the student's need for purposes of financial aid packaging may not increase, and therefore, the student is not eligible for any additional Title IV aid.
7. All requests to make changes to dates of LOA must be submitted in writing and approved by a School Administrator prior to the expiration of the LOA. The student and Administrator will each initial and date changes made to the LOA enrollment agreement addendum referenced in section 4.(b) of this policy.

**Revised 6.7.18**

### **Graduation**

To receive an Aveda Institute Des Moines diploma, a student is required to:

- Meet the minimum course requirements
- Complete 2100 hours for Cosmetology, 600 hours for Esthiology , or 750 hours for Massage Therapy
- Complete tuition and fee obligations
- Meet academic progress and attendance requirements
- Meet service requirements
- Complete Final Practical Exam (a copy and grade will be kept in the student's academic file)

### **Licensing and Examining Requirements**

**To receive a license in the State of Iowa, a student is required to:**

- Pass and prove NIC examinations results
- Complete an Exit Interview with Student Services Coordinator
- School submits a diploma issued by the Aveda Institute Des Moines
- Submit a license application and licensure fee to the State Board Office

### **Examining Requirements**

- Student must have a minimum of 1800 hours (Cosmetology), 516 hour (Esthiology), and have graduated from Massage Therapy program (750 hours at Aveda Institute Des Moines).
- Each student must have completed academic records

### **Examining Requirements (Massage Therapy)**

- Apply to National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) or the Massage and Bodywork Licensing Examination (MBLEx).
- Results of Exam are mailed directly from the examination service to the board of massage therapy after the exam is completed.

## State Written Exam Guidelines

- Exam may be taken if student has satisfactory academic progress and is at minimum hours requirements for exam

## SATISFACTORY ACADEMIC PROGRESS POLICY

Satisfactory progress in attendance and academic work is a requirement for all students enrolled in the Aveda Institute Des Moines and is provided to each student prior to enrollment. NOTE: Students receiving funds under any federal Title IV financial aid program must maintain satisfactory progress in order to continue eligibility for such funds. This Policy is intended to comply with all applicable rules and regulations applicable to students eligible to receive Title IV federal student financial aid. In the event that any provision of this Policy conflicts with any rules or regulations in effect with respect to Title IV federal student financial aid, the rules and regulations of Title IV shall apply.

### Attendance Progress

Full-time: MAXIMUM TIME: The maximum time a student has to complete is 150% of the program length (67% attendance average). Exceeding 150% of scheduled time will result in automatic termination. The regular and maximum time for completion of each program are set forth below.

	Regular Time		Maximum Time	
Cosmetology	2100 hours	57 weeks	3150 hours	85 weeks
Esthiology	600 hours	20 weeks	900 hours	30 weeks
Massage Therapy	750 hours	25 weeks	1125 hours	38 weeks

**Attendance:** In order to be considered making satisfactory progress, all students must (i) be in compliance with the Aveda Institute Des Moines's attendance policy; and (ii) complete the program within the maximum time frame. A leave of absence extends the student's contract period and maximum time frame by the same number of days of the leave of absence. Pace percentage is calculated by dividing the number of cumulative hours the student has successfully completed by the cumulative hours the student has attempted.

### Academic Progress

The following factors will be measured to determine academic progress: Academic work (test grades, homework, etc.), Practical Work and Clinic Work.

Academic and practical work will be graded according to the following scale:

95	to	100	Excellent
94	to	91	Above Average
90	to	85	Average

84	to	80	Below Average
79	and below		Unsatisfactory (Failing)

Students must maintain a minimum cumulative grade point average of 80% in academic and practical/clinical work in order to be considered making satisfactory progress.

### **Determination Of Progress**

Both academic and attendance performance are evaluated on a cumulative basis at the point when the student successfully completes their respective payment period. Payment periods are determined by how the student’s respective academic years are defined. Cosmetology students are evaluated at 525, 1050, and 1575 actual hours. Esthiology students are evaluated at 300 actual hours. Massage Therapy students are evaluated at 375 actual hours. If a student is making satisfactory progress at the evaluation time, the said student is considered making satisfactory progress until the next evaluation period and will be eligible for Title IV funding. If a student is not making satisfactory progress at the evaluation time, the said student will be placed on warning status until the next evaluation period. All periods of the student’s enrollment are counted when assessing progress, even periods in which the student did not receive Title IV funds.

### **Financial Aid Warning**

Students who fail to meet minimum requirements for attendance or academic progress are placed on warning and considered to be making satisfactory academic progress while during the warning period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the warning period, the student has still not met both the attendance and academic requirements, he/she will become ineligible to receive Title IV funds. See “Probation” and “Appeal Procedure” below.

### **Financial Aid Probation**

Students who fail to meet minimum requirements for attendance or academic progress after the warning period will be placed on probation and considered to be making satisfactory academic progress while during the probationary period, if the student appeals the decision, and prevails upon appeal. Additionally, only students who have the ability to meet the Satisfactory Academic Progress Policy standards by the end of the evaluation period may be placed on probation. Students placed on an academic plan must be able to meet requirements set forth in the academic plan by the end of the next evaluation period. Students who are progressing according to their specific academic plan will be considered making Satisfactory Academic Progress. The student will be advised in writing of the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements required for satisfactory academic progress or by the academic plan, he/she will be determined as NOT

making satisfactory academic progress and, if applicable, students will not be deemed eligible to receive Title IV funds.

### **Re-Establishment of Satisfactory Academic Progress for Financial Aid**

Students may re-establish satisfactory academic progress and Title IV aid, as applicable, by meeting minimum attendance and academic requirements by the end of the financial aid warning or financial aid probationary period.

### **Interruptions, Course Incompletes, Withdrawals**

If enrollment is temporarily interrupted for a Leave of Absence, the student will return to school in the same progress status as prior to the leave of absence. Hours elapsed during a leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence and will not be included in the student's cumulative attendance percentage calculation.

### **Appeal Procedure**

If a student is determined to not be making satisfactory academic progress, the student may appeal the determination within three business days. Reasons for which students may appeal a negative progress determination include death of a relative, an injury or illness of the student, or any other allowable special or mitigating circumstance. The student must submit a written appeal to the school on the designated form describing why they failed to meet satisfactory academic progress standards, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to achieve Satisfactory Academic Progress by the next evaluation point. An appeal hearing will take place within five business days of the receipt of the written appeal. The Aveda Institute Des Moines Director will make a decision within three business days of the hearing. The Director's decision will be final and communicated to the student in writing. The appeal and decision documents will be retained in the student file. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable.

### **Transfer Hours**

Transfer hours from another institution that are accepted toward the student's educational program are counted as both attempted and completed hours for purposes of determining when the allowable maximum time frame has been exhausted. Satisfactory Academic Progress evaluation periods are based on actual contracted hours at the Aveda Institute Des Moines.

### **Notification And Records**

Copies of all Satisfactory Academic Progress Reports shall be placed in the student's academic file, to which the student shall have access as set forth in the Course Catalog. All students who receive

reports indicating failure to maintain satisfactory academic progress standards are required to sign their reports, and a copy of the signed report is placed in their academic file.

**Incompletes, repetitions and non-credit courses do not apply to this institution and therefore have no effect upon the satisfactory progress policy.**

## **CHANGES MADE BY THE INSTITUTION**

If the institution cancels or changes a program of study or location in such a way that the student who has started is unable to complete training, arrangements will be made in a timely manner to accommodate the needs of each student enrolled in the program who is affected by the cancellation or change. If the institution is unable to make alternative arrangements that are satisfactory to both parties, the institution will refund all money paid by the student for unearned hours. Transcripts for paid earned hours will be released to the student. Any changes will be updated to the catalog and given to students.

### **Distance Education**

If the Aveda Institute Des Moines is forced to temporarily close the physical building due to government mandate or local disaster, school officials will seek approval to offer Temporary Distance Education (TDE). The Aveda Institute Des Moines will follow the guidelines set forth by state agencies, the Department of Education, and National Accrediting Commission of Career Arts & Sciences (NACCAS). Distance Learning clock hours shall be earned during the regularly scheduled school day and require students to virtually clock into various types of media for attendance and completion of required coursework. Assignments may be given through a variety of mediums including video calls, LearnAveda, and social media.

- The Aveda Institute Des Moines may use assessments that will be used for calculating a student's GPA during this temporary approval. Upon the resumption of normal operations on campus, school officials must validate the student's understanding of material previously assessed via distance education.
- Transcripts (or other documents listing academic attainment received) must identify the distance education component.
- The Aveda Institute Des Moines will provide a disclaimer (prior to transition to TDE) that academic achievement earned via distance education may not be accepted for reciprocity or eligible for licensure in other states. A signed and dated copy of this disclosure will be kept in the student file.

## PROFESSIONAL STANDARDS AND DRESS CODE

Aveda Institute Des Moines reserves the right to maintain an aesthetic standard for all students, including personal hygiene and grooming, makeup, and facial hair. As a future professional your hair is your advertising for your work. We ask you to ensure your hair is fashionably styled each day. Hair should be healthy and colored hair must be well maintained. Small headbands or accessories may be allowed, but no hats are in dress code. Full face makeup should be applied prior to clocking in for the day. We offer the below all black dress code so that students may feature their creativity through their beautiful hair and makeup. If you choose to wear aromas, please make sure they are AVEDA. All AVEDA may be purchased by students at a discounted price in the experience center. Dress code may be altered for special events or by student level.

- The uniform supplied in the student's kit is to be clean, neat, not torn, unstained, unaltered and worn at all times when in the building. If it does not meet these standards, the student has 24 hours to replace it from the Aveda Institute Des Moines at the student's expense.
- The uniforms supplied are worn with solid full length black pants and a solid black shirt with sleeves.  
**NOTE: Official Aveda shirts are allowed if they are black** – colored shirts may not be worn.
- Identification badges, supplied by the Aveda Institute Des Moines, are to be worn as issued during all clocked hours to identify students and staff to guests. If lost, the student has 24 hours to replace it at a cost of \$10.00.
- Apparel considered unprofessional includes jeans (other than black) with holes or tears, sweatpants, athletic wear, hats, revealing or torn clothing (determined by staff).
- **Closed-toe** footwear must be professional in appearance and worn at all times.
- Aveda Institute Des Moines reserves the right to maintain an aesthetic standard for all students, including personal hygiene and grooming, makeup, and groomed facial hair.

Students are expected to conduct themselves in a professional manner at all times and be aware of the following behaviors:

- Anyone who is disruptive in the classroom or clinic floor (rudeness, foul language or other unprofessional behavior).
- Food, candy and gum are allowed in the lunchroom area only.
- Beverages can be consumed in the lunchroom and classroom areas only, with the exception of closed, eco-friendly water bottles on the clinic floor.
- Aveda Institute Des Moines is a smoke-free facility, and smoking **is not allowed** in or around any part of the school.
- Personal electronic devices should be left in the student's locker and may only be used during break times in the lunch room. This includes cell phones. In class technology may be approved by an educator.



To ensure that each student receives consistent and comprehensive instruction in the classroom or clinic environment they need to:

- Remain in their assigned areas or receive their educator's permission to be in unassigned areas.
- Fully participate in all classroom and clinic activities utilizing Aveda's products and treatment/service protocols.
- Maintain a mentally alert and sober state of mind.
- All services or work done by students will be assigned by an educator – students who refuse an assigned service may be dismissed for the remainder of the day.

### **CONDUCT/GROUNDS FOR TERMINATION:**

Unprofessional conduct which discredits the individual or Aveda Institute Des Moines will be subject to termination. Students must conduct themselves so they do not interfere with other students or the Educator. The administrative staff of Aveda Institute Des Moines reserves the right to terminate a student on any of the following grounds:

- Non-compliance with Aveda Institute Des Moines rules and regulations.
- Conduct that reflects unfavorably upon Aveda Institute Des Moines or its students.
- Creating a safety hazard to other students.
- Unsatisfactory academic progress.
- Excessive absences or tardiness.
- Failure to pay fees when due.
- Cheating.
- Falsifying records.
- Breach of enrollment agreement.
- Disobedient or disrespectful behavior to faculty or other students.
- Unprofessional conduct.
- Unprofessional social media behavior involving the Aveda Institute Des Moines or Aveda Institute Des Moines staff or students.
- Entering the Aveda Institute Des Moines while under the influence or effects of alcohol, drugs, or narcotics of any kind.
- Carrying a concealed or potentially dangerous weapon.
- Sexual harassment.
- Harassment of any kind including intimidation and discrimination.
- Absent 30 consecutive calendar days.

### **MINOR STANDARD VIOLATIONS**



It is the policy of the Aveda Institute Des Moines that any behavior that is considered inappropriate or disruptive is viewed as a violation. Violations will result in disciplinary action which may lead to termination based upon the severity of the violation.

Minor violations include, but are not limited to, assigned area violations, property misuses, guest service violations, tardiness, dress code violations, misuse of electronic devices, and unprofessional behavior.

- 1<sup>st</sup> offense results in a verbal (documented) warning by Educators.
- 2<sup>nd</sup> offense results in a written warning by Educators.
- 3<sup>rd</sup> offense may result in the student being sent home for the day, and the student may be required to have a conversation with the Director.
- 4<sup>th</sup> offense will be considered a major violation, and may result in a 3 day school suspension, an 8<sup>th</sup> minor violation may result in a 5 day school suspension, and a 12<sup>th</sup> minor violation may result in a 10 day school suspension. Further violations may result in termination.

### **MAJOR STANDARD VIOLATIONS**

If at any time during the student's program, the violation of a major standard will result in termination with the exception of the 4<sup>th</sup> minor violation. If a student is terminated from a program for a major violation, they will not be considered for re-entry into any program.

Major violations include, but are not limited to, using controlled substances, defacing or destroying property, stealing personal or company property, falsifying documents or timekeeping, threatening words or behaviors to other students or staff members, committing fraud, abusing or causing physical harm towards others, possession or use of weapons, and violation of local or state laws.

If a student feels a violation was enforced unfairly, a student is encouraged to file a written grievance as stated in the Aveda Institute Des Moines' grievance policy, to be submitted to Administrators for approval.

### **DRUG FREE INSTITUTION AND WORKPLACE**

It is the policy of Aveda Institute Des Moines to prohibit the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in or on the Aveda Institute Des Moines owned or controlled property.

Aveda Institute Des Moines is committed to providing a campus environment free of abuse of alcohol and the illegal use of alcohol and drugs. To strengthen that commitment, Aveda Institute Des Moines has adopted and implemented a program that seeks to prevent the abuse of alcohol and drugs by the Institute, which includes its employees and students. The Aveda Institute Des Moines' policies concerning the use of alcohol and drugs are published on the Aveda Institute Des Moines website,

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Updated 6/21/22

www.avedainstitutedesmoines.com. Copies of these policies can also be obtained by contacting the Institute Director.

## **NO SMOKING INSTITUTION AND WORKPLACE**

Smoking or vaping will not be tolerated on the premises or in the parking lot of the Aveda Institute Des Moines.

## **SECTION 504/ADA GRIEVANCE POLICY AND PROCEDURES**

The Aveda Institute Des Moines does not discriminate in admission or access to our program on the basis of age, race, color, sex, disability, religion, sexual orientation, financial status, veteran status or national origin.

If you would like to request academic adjustment or auxiliary aids, please contact the Aveda Institute Des Moines' Section 504 Compliance Coordinator, Megan Giudicessi. You may contact Mrs. Megan Giudicessi at 6905 Mills Civic Pkwy., Suite 120, West Des Moines, IA 50266, phone 515.224.5244, email: megang@avedaiowa.com. You may request academic adjustments or auxiliary aids at any time.

Applicants who are persons with disabilities, as defined in paragraph 104.3(j)(1)(i) of the regulation under Section 504 of the Rehabilitation Act of 1973, may apply for admittance into the program. The Aveda Institute Des Moines will work with the applicant or student to provide necessary academic adjustments and auxiliary aids and services unless a particular adjustment would alter or waive essential academic requirements; fundamentally alter the nature of a service, program or activity; or result in undue financial or administrative burdens considering the Aveda Institute Des Moines' resources as a whole.

Any qualified individual with a disability requesting an accommodation or auxiliary aid or service should follow this procedure:

- 1) Notify Mrs. Giudicessi, the Aveda Institute Des Moines' Section 504 Compliance Coordinator, of the type of accommodation needed, date needed, documentation of the nature and extent of the disability, and of the need for the accommodation or auxiliary aid. Requests should be submitted in writing unless you cannot provide the request in writing, in which case the Aveda Institute Des Moines would accept a verbal request. You may contact Mrs. Giudicessi at 6905 Mills Civic Pkwy., Suite 120, West Des Moines, IA 50266, phone 515.224.5244, email: megang@avedaiowa.com.
- 2) Mrs. Giudicessi will schedule a time to meet with you after receiving your request for accommodation. The purpose of this meeting is to help ensure that the Aveda Institute Des Moines is obtaining adequate information and understanding of your individual needs.
- 3) Mrs. Giudicessi will review the request and provide you with a written determination as soon as practically possible but in no event more than two weeks after receiving the request.

4) If you would like to request reconsideration of the decision regarding your request, please contact the Owner of the Aveda Institute Des Moines within 15 days of the date of the response. Please provide a statement of why and how you think the response should be modified. Statements may be submitted to the Aveda Institute Des Moines' Owners by email at [dvp@avedaiowa.com](mailto:dvp@avedaiowa.com), or by mail to Mr. Doug Van Polen, Owner, Aveda Institute Des Moines, 6905 Mills Civic Pkwy., Suite 120, West Des Moines, IA 50266, phone 515.224.5244.

## **DISCRIMINATION GRIEVANCE PROCEDURE**

The Aveda Institute Des Moines has adopted the following Grievance Procedure for addressing complaints of discrimination under Section 504 of the Rehabilitation Act of 1973. A person is not required to use this procedure and may instead file a complaint directly with the U.S. Department of Education's Office for Civil Rights, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544.

Step 1: A person who believes that he/she has been discriminated against by the Aveda Institute Des Moines is encouraged, but is not required, to discuss the matter informally with the Section 504 Coordinator, Mrs. Megan Giudicessi, 6905 Mills Civic Pkwy., Suite 120, West Des Moines, IA 50266, phone 515.224.5244, email: [megang@avedaiowa.com](mailto:megang@avedaiowa.com). If the 504 Coordinator is the subject of the complaint, the grievant may, instead, contact the Aveda Institute Des Moines' Owner, who will appoint another administrator to discuss the matter. The person receiving the complaint shall verbally convey his/her findings to both the person who alleged the violation and the person who is the subject of the complaint within 10 business days.

Step 2: If the informal Step 1 process does not resolve the matter, or if the grievant does not wish to use the informal procedures set forth in Step 1, a written complaint may be submitted to the Aveda Institute Des Moines' Section 504 Coordinator who will investigate the complaint. [NOTE: if the Section 504 Coordinator is the subject of the complaint, the complaint should be submitted to the Aveda Institute Des Moines' Owner who will appoint another administrator to conduct the investigation]. The complaint shall be signed by the grievant and include 1) the grievant's name and contact information; 2) the facts of the incident or action complained about; 3) the date of the incident or action giving rise to the complaint; 4) the type of discrimination alleged to have occurred; and 5) the specific relief sought. Names of witnesses and other evidence as deemed appropriate by the grievant may also be submitted. An investigation of the complaint will be conducted within 10 business days following the submission of the written complaint. The investigation shall include an interview of the parties and witnesses, a review of the relevant evidence, and any other steps necessary to ensure a prompt and thorough investigation of the complaint. A written disposition of the complaint shall be issued within 10 business days of completion of the investigation, unless a specific written extension of time is provided to the parties. Copies of the disposition will be given to both the grievant and the person who is the subject of the complaint. If discrimination or harassment was found to have occurred, the disposition will include the steps that the Aveda Institute Des Moines

will take to prevent recurrence of any discrimination or harassment and to correct its discriminatory effects on the grievant and others, if appropriate.

Step 3: If the grievant wishes to appeal the decision in Step 2 above, he/she may submit a signed, written appeal to the Aveda Institute Des Moines' Owner within 10 business days after receipt of the written disposition. The Aveda Institute Des Moines Owner or his designee shall respond to the complaint, in writing, within 10 business days of the date of the appeal. Copies of the response shall be provided to both the grievant and the person who is the subject of the complaint.

The Aveda Institute Des Moines hereby provides assurance that it strictly prohibits any form of retaliation against persons who utilize this Grievance Procedure. If you have questions regarding these procedures or desire to file a complaint, please contact the Aveda Institute Des Moines' Section 504 Coordinator: Megan Giudicessi, 6905 Mills Civic Pkwy., Suite 120, West Des Moines, IA 50266, phone 515.224.5244, email: megang@avedaiowa.com.

### **UNRESOLVED DISPUTES/GRIEVANCE PROCEDURES**

Grievance procedures are provided for students who believe that they have been unlawfully discriminated against, unfairly treated, or harassed in any way. Academic grievances relate to a complaint about a course, program of study, or grade.

Students are expected to address any disagreements or conflict directly with the individual involved, in person, with a written document outlining the complaint and communication. After this, if there is no satisfactory resolution, the student may set an appointment to see the Institute Director.

The grievance policy is as follows:

1. Complaints against students or Aveda Institute Des Moines employees shall first be directed to the individual. Complaints must be made within six months of the issue.
2. If the complaint cannot be resolved informally, then students shall write up the details and submit to the Institute Director who will research the issue and respond with a resolution within 10 working days.
3. If there has been no satisfactory resolution, then the student may send to the Grievance Committee a written statement of the grievance. The Grievance Committee will respond back to the student within 30 days of the committee's resolution.
4. All communications must be in writing and on file.
5. If the complaint cannot be resolved after exhausting the institution's grievance procedures, the student may contact:

National Accrediting Commission of  
Career Arts and Sciences, Inc  
3015 Colvin Street  
Alexandria, Virginia 22314

Iowa Board of Cosmetology Arts & Sciences  
Lucas State Office Building  
321 E. 12<sup>th</sup> Street  
Des Moines, IA 50319

Phone 703-600-7600

515-281-4416

Iowa College Student Aid Commission

877-272-4456

<https://www.iowacollegeaid.gov/StudentComplaintForm>

### **NON-DISCRIMINATION POLICY**

No qualified person may be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity at the Aveda Institute Des Moines based on age, race, sex, color, creed, religion, disability, marital status, or national or ethnic origin. Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. § 1681 *et. seq.*, and its implementing regulations, 34 C.F.R. Part 106, prohibit discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance. Sex discrimination covers sexual harassment, including sexual violence.

### **VETERANS BENEFITS AND TRANSITION ACT POLICY**

The Aveda Institute Des Moines will not impose any of the following penalties on students with eligibility to receive funding from the U.S. Department of Veterans Affairs: (1) late fees; (2) denial of access to classes; (3) denial of access to libraries or other institutional facilities; (4) require that a Chapter 31 or Chapter 33 recipient borrow additional funds to cover the individual’s inability to meet his or her financial obligations to the institution due to the delayed disbursement of a payment by the U.S. Department of Veterans Affairs.

### **SEXUAL HARASSMENT AND MISCONDUCT POLICIES & GRIEVANCE PROCEDURES**

It is the policy of Aveda Institute Des Moines to maintain an environment for students, faculty, administrators, staff, and visitors that is free of all forms of discrimination and harassment, including sexual harassment. The Aveda Institute Des Moines and Aveda Institute Rochester have enacted the Sexual Harassment Policies & Grievance Procedures (the “Policy”) to reflect and maintain its institutional values, to provide for fair and equitable procedures for determining when this Policy has been violated, and to provide recourse for individuals and the community in response to violations of this Policy.

The Policy can be found on the following website: [www.avedainstitutedesmoines.com](http://www.avedainstitutedesmoines.com) or obtained in person from the Title IX Coordinator (see below).

Aveda Institute Des Moines does not discriminate on the basis of sex in their educational, extracurricular, or other programs or in the context of employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides:

*No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.*

This Policy prohibits all forms of sex discrimination, harassment, and misconduct, including sexual assault, domestic violence, dating violence, and stalking. The requirement not to discriminate in the education programs or activities extends to admission. This Policy also prohibits retaliation against a person who has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. Inquiries about the application of Title IX may be referred to the Institute's Title IX coordinator, the U.S. Department of Education Office for Civil Rights, or both.

The Aveda Institute Des Moines also prohibits other forms of discrimination and harassment, including discrimination and harassment on the basis of race, color, national origin, disability, or age in its programs and activities. The following persons have been designated to handle inquiries regarding the non-discrimination policies, including Title IX:

Ms. Abigail Kingery  
6905 Mills Civic Pkwy, Suite 120  
West Des Moines, IA 50266  
Phone: (515) 224-5244  
Email: [abigailk@avedaiowa.com](mailto:abigailk@avedaiowa.com)

Inquiries or complaints concerning the Aveda Institute Des Moines' compliance with Title IX or other federal civil rights laws may be referred to the U.S. Department of Education's Office for Civil Rights.

Office for Civil Rights, Chicago Office  
U.S. Department of Education  
John C. Kluczynski Federal Building  
230 S. Dearborn Street, 37th Floor  
Chicago, IL 60604  
Telephone: (312) 730-1560  
Facsimile: (312) 730-1576  
Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)

Aveda Institute Des Moines desires to create and sustain an anti-discriminatory environment and will not tolerate discrimination of any kind. This will be achieved through education, orientation, and training for all students, staff, and faculty for the purpose of creating awareness of both the issues surrounding discrimination as well as accountability, sensitivity training, and anti-discrimination training in their classrooms, at least once while the student is enrolled.

## **II. Sexual Harassment Grievance Procedure**

Reports of sexual harassment should be made to the Title IX Coordinator or a designated Institute

Official. As set forth in the Policy, the designated Institute Officials are the Owners and Institute Directors. The Aveda Institute Des Moines will respond promptly when it has actual knowledge of sexual harassment in its education programs or activities. The Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.

The Aveda Institute Des Moines will investigate all formal complaints of sexual harassment. A formal complaint must be in writing, filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent, and request that the Institute investigate the allegation of sexual harassment. A formal complaint form may be obtained from the Title IX Coordinator, although no particular form is required to submit a formal complaint so long as the complaint is in writing, signed by a complainant, alleges sexual harassment against a respondent, and requests an investigation. The Title IX Coordinator oversees the investigation, response to, and resolution of all reports of prohibited sexual harassment, and of related retaliation, involving students, faculty, and staff.

If all parties voluntarily agree to participate in an informal resolution that does not involve a full investigation and adjudication after receiving notice of a formal complaint and if the Aveda Institute Des Moines determines that the particular formal complaint is appropriate for such a process, an informal resolution will be facilitated to assist the parties in reaching a voluntary resolution. The Aveda Institute Des Moines retains the discretion to determine which cases are appropriate for voluntary resolution.

The Aveda Institute Des Moines will convene a hearing panel following the end of an investigation. The hearing panel determines whether the respondent is responsible or not responsible for a violation of the Policy. If the respondent is determined to be responsible, the hearing panel's written determination will include any disciplinary sanctions the Institute imposes on the respondent. The Policy provides that the parties have the right to appeal the hearing panel's determination under certain circumstances.

Pursuant to Iowa Code Section 261.9(1)(h) any Aveda Institute Des Moines employee located in Iowa who in the scope of the person's employment responsibilities examines, attends, counsels or treats a child must report suspected physical or sexual abuse to the institution's administration and to law enforcement. Any report of suspected child physical or sexual abuse should be made as soon as possible, but within 48 hours, to the Title IX Coordinator and the employee shall immediately make a report to local law enforcement.



**CALENDAR OF CLASSES FOR 2022-2024**

	Start Dates	End Dates
<b>Cosmetology</b>	August 8, 2022	November 8, 2023
	October 3, 2022	January 4, 2024
	January 23, 2023	April 24, 2024
	March 20, 2023	June 19, 2024
	June 5, 2023	September 5, 2024
	August 7, 2023	November 5, 2024
	October 2, 2023	January 9, 2025
	<b>Esthiology</b>	October 17, 2022
	January 3, 2023	June 2, 2023
	February 23, 2023	July 27, 2023
	April 18, 2023	September 19, 2023
	June 8, 2023	November 9, 2023
	August 2, 2023	January 4, 2024
	September 22, 2023	February 27, 2024
	November 15, 2023	April 18, 2024
<b>Massage Therapy</b>	To be Determined	To be Determined

**The Aveda Institute Des Moines closes for the below listed holidays.**

<u>2022</u>	<u>2023</u>
New Year's Day: 1/1	New Year's Day: 1/1
Memorial Day: 5/30	No Classes/Staff Development Day: 2/27
	Memorial Day: 5/29
Independence Day: 7/4	Independence Day: 7/4
*Cosmetology Summer Break: 7/1-7/5	*Cosmetology Summer Break: 7/1-7/5
Labor Day: 9/5	Labor Day: 9/4
No Classes/Staff Development Day: 10/10	No Classes/Staff Development Day: 10/9
Thanksgiving: 11/24-11/25	Thanksgiving: 11/23-11/24
Christmas: 12/24-12/25	Christmas: 12/24-12/25
*Holiday Break: 12/26-12/27	*Holiday Break: 12/22-12/26

*\*Opportunities will be available to apply for make-up hours during break. June 2022 Cosmetology will not observe 2022 summer break. June 2023 Class will not observe the 2023 summer break.*



## **SAFETY REQUIREMENTS**

The beauty industry has several safety requirements that include blood waste procedures if a client is accidentally cut, OSHA knowledge about the harmful ingredients in different beauty products, and electrical appliances like the use of blow drying and thermal curling. Prolonged exposure to some hair and nail chemicals may be hazardous and cause irritations. Special care must be taken when working with these chemicals. Cosmetologist must wear latex gloves when applying hair color and permanent waving lotions to avoid skin irritations

## **VACCINATIONS**

Although the Aveda Institute Des Moines does not require vaccinations, we do encourage each student to receive vaccinations for health benefits. For additional information on vaccinations, please refer to The National Vaccine Information Center <http://www.nvic.org/Vaccine-Laws/state-vaccine-requirements/iowa.aspx>.

## TUITION AND PAYMENT

### COSMETOLOGY

\$100.00	APPLICATION FEE
\$100.00	REGISTRATION FEE
\$50.00	CHANGE OF START FEE* (if applicable)
\$2,400.00	BOOKS AND SUPPLIES (KIT)
	TUITION YEAR 1: \$10,500 TUITION YEAR 2: \$10,500
\$21,000.00	TOTAL TUITION
\$23,650.00	<b>TOTAL INVESTMENT</b>

### ESTHIOLOGY

\$100.00	APPLICATION FEE
\$100.00	REGISTRATION FEE
\$50.00	CHANGE OF START FEE* (if applicable)
\$1,900.00	BOOKS AND SUPPLIES (KIT)
\$10,000.00	TUITION
\$12,150.00	<b>TOTAL INVESTMENT</b>

### MASSAGE THERAPY

\$100.00	APPLICATION FEE
\$100.00	REGISTRATION FEE
\$50.00	CHANGE OF START FEE* (if applicable)
\$1,500.00	BOOKS AND SUPPLIES (KIT)
\$10,000.00	TUITION
\$11,750.00	<b>TOTAL INVESTMENT</b>

The application fee is due at the time the student submits his/her admissions documents. **Note:** The application fee of \$100.00 is non-refundable. The \$100.00 registration fee and \$50.00 change of start fee (if applicable) are due at the time the student signs his/her enrollment agreement. The registration fee and change of start fee are refundable should a student cancel his/her enrollment within three (3) business days after signing the enrollment agreement. Tuition and respective fees charged are outlined on the enrollment agreement.

\*The \$50.00 change of start fee occurs infrequently when students are committed to a particular start date and later change their commitment and want to re-apply for an alternate start date.

Should a student complete the program earlier than the estimated timeframe stated in the contract, the student's financial aid package may be recalculated which may result in liabilities owed by the student and/or institution, if applicable.

**TUITION PAYMENT PLANS**

<b>COSMETOLOGY</b>	
Full Tuition Payment	Student makes one (1) tuition payment in the amount of \$21,000.00.
Quarterly Payment Plan	Student makes four (4) interest-free tuition payments in the amount of \$5,250.00.
Monthly Payment Plan	Student makes twelve (12) interest-free tuition payments in the amount of \$1,616.00 and one (1) interest-free payment in the amount of \$1,608.00.
Sallie Mae Smart Option Loan*	See loan conditions. Available to those who qualify.
Federal Student Aid	<a href="http://www.fafsa.ed.gov/">Available to those who qualify. Apply online at: www.fafsa.ed.gov/.</a> School code: 042033
Veteran's Benefits	Veterans and family members of veterans may qualify for veteran's benefits. Contact Veteran's Administration for more information.

<b>ESTHIOLOGY</b>	
Full Tuition Payment	Student makes one (1) tuition payment in the amount of \$10,000.00.
Monthly Payment Plan	Student makes five (5) interest-free tuition payments in the amount of \$2,000.
Sallie Mae Smart Option Loan*	See loan conditions. Available to those who qualify.
Federal Student Aid	<a href="http://www.fafsa.ed.gov/">Available to those who qualify. Apply online at: www.fafsa.ed.gov/.</a> School code: 042033
Veteran's Benefits	Veterans and family members of veterans may qualify for veteran's benefits. Contact Veteran's Administration for more information.

<b>MASSAGE THERAPY</b>	
Full Tuition Payment	Student makes one (1) tuition payment in the amount of \$10,000.00.
Monthly Payment Plan	Student makes five (5) interest-free tuition payments in the amount of \$1,667.00 and one (1) interest-free payment in the amount of \$1,665.00.
Sallie Mae Smart Option Loan*	See loan conditions. Available to those who qualify.

Federal Student Aid	<a href="http://www.fafsa.ed.gov/">Available to those who qualify. Apply online at: www.fafsa.ed.gov/.</a> School code: 042033
Veteran's Benefits	Veterans and family members of veterans may qualify for veteran's benefits. Contact Veteran's Administration for more information.

An investment in your AVEDA Institute Des Moines education is an investment in your future. The AVEDA Institute Des Moines offers financing options to all those who qualify.

**Federal Student Aid**

Title IV Federal Financial Aid is Available to those who qualify. Apply online at: [www.fafsa.ed.gov/](http://www.fafsa.ed.gov/).  
School code: 042033.

**Sallie Mae Smart Option Student Loan\***

The online application process can be completed by visiting [www.salliemae.com](http://www.salliemae.com), or by scheduling an appointment with the AVEDA Institute Des Moines' Office of Financial Aid. Contact Financial Aid Representative, Erika Olsen, at 515.309.8825.

**SALLIE MAE\***

<b>AVAILABLE FINANCING</b>	Student may finance his/her program tuition and kit fee.
<b>LIVING EXPENSES</b>	Student may finance up to the Cost of Attendance to help cover cost of living.
<b>INTEREST RATES</b>	Competitive variable interest rates.
<b>IN-SCHOOL PAYMENTS</b>	Flexible repayment options during the in-school & separation period; 1. Interest-only repayment OR 2. \$25.00 fixed monthly payments
<b>REPAYMENT TERMS</b>	Repayment terms from 5-14 years.
<b>COSIGNING</b>	Majority of applications require creditworthy cosigner. → Cosigner release program available.

**\*Please note that the Aveda Institute Des Moines does not participate in a Preferred Lender Arrangement and a student may use any lender of their choice who will approve a personal loan.**

**SCHOLARSHIPS**

The AVEDA Institute Des Moines does accept scholarship programs on an individual student basis. Scholarships and/or awards may be provided by private, civic, high school, church and other foundations, both inside and outside of the beauty & wellness industry. The Aveda Institute Des Moines accepts scholarships based upon academic merit or talent, and not solely on financial need.

Whether a scholarship program is accepted is at the discretion of the Aveda Institute Des Moines Director.

Furthermore, the AVEDA Institute Des Moines may offer scholarships to incoming and current students who have been accepted into a specific program of study. Funds are awarded in recognition of a student's accomplishments, and potential for future growth and development, based upon criteria set by the Aveda Institute Des Moines. When a scholarship is provided by the Aveda Institute Des Moines, any eligible candidate meeting the set criteria may apply for the scholarship.

\*If a student's enrollment status changes after they receive a scholarship, it is per the discretion of the Aveda Institute Des Moines and applicable scholarship documents if the funds are applied towards tuition or if they are returned to the scholarship provider.

### **Refund Policy**

If a student's enrollment is terminated or canceled for any reason, all refunds will be made according to the following refund schedule:

- a. Cancellation must be made in writing. In order for a student (or in the case of a student under legal age, his/her parent or guardian) to cancel his/her enrollment and withdraw from school, the student must notify the Aveda Institute Des Moines in writing.
- b. All monies will be refunded, if the applicant is not accepted by the Aveda Institute Des Moines or if the student cancels within three (3) business days (as determined by the postmark on written notification) after signing the enrollment agreement and making an initial deposit except for the \$100 application fee. The postmark will determine the cancellation date on written notification, or the date written notification is delivered to the school administrator/owner in person. This policy applies regardless of whether or not the student has actually started training. \*
- c. Cancellation after the third (3<sup>rd</sup>) business day, but before beginning the first class, will result in a refund of all monies paid, with the exception of the \$100.00 registration fee and \$50.00 change of start fee.
- d. Students who withdraw after beginning the first class but before the completion of two full calendar weeks of instruction will receive a refund of all tuition charges paid.
- e. In limited circumstances, kit items may qualify for refund if they have not been opened and can be restocked for future kit purposes. This will be determined on a case by case basis. To qualify for refund, kit contents must be reviewed within 20 days of withdrawal.
- f. For students who enroll in and begin classes, and later withdraw or are terminated after the completion of two calendar weeks of instruction, the Aveda Institute Des Moines shall make a refund in an amount that is equal to ninety-five percent (95%) of the amount of tuition charged to the student multiplied by the ratio of the number of clock hours remaining in the school period to the total number of clock hours in the school period. If a terminating student has completed sixty percent or more of the school period, the student shall not receive any refund

*\*See student enrollment agreement for respective academic year tuition amounts.*

- g. If a student terminates a program after the first two calendar weeks due to the student's physical incapacity, or due to the transfer of the student's spouse's employment to another city, the terminating student shall receive a refund of tuition in an amount that equals the amount of tuition charged, multiplied by the ratio of the remaining number of scheduled clock hours in the school period to the total number of scheduled clock hours of the school period.
- h. Enrollment time is defined as the time elapsed between the actual starting date and the date of the student's last day of attendance in school.
- i. The termination date, for refunds computation purposes, will be determined by the postmark on written notification, or the date said information is delivered to the school administrator/owner in person. The refund must be calculated within 30 days of the withdrawal date, and all refunds will be made within 45 days of termination or receipt of written cancellation.
- j. For purposes of calculating the date of withdrawal, attendance is monitored on monthly basis to determine unofficial withdrawal. If a Student is absent 30 consecutive calendar days and was not granted an approved leave of absence, the student will be considered to have withdrawn. The determination date will be the date that attendance was reviewed.
- k. A student on an approved leave of absence notifies the school that he or she will not be returning. The date of withdrawal shall be the earlier of the date of expiration of the leave of absence or the date the student notifies the Aveda Institute Des Moines that the student will not be returning.
- l. If the Aveda Institute Des Moines is permanently closed and no longer offers instruction after a student has enrolled, the student is entitled to a pro-rata refund of the program.
- m. If a program is cancelled subsequent to a student's enrollment, but prior to beginning instruction, the school shall, at its option: 1) provide a full refund of all monies paid; or 2) provide for completion of the program.
- n. **Return of Unearned Title IV Loans:** The Aveda Institute Des Moines will determine the amount of any Title IV aid to be returned in accordance with the Department of Education Guidelines. An eligible Title IV aid recipient who fails to complete over 60% of a payment period is considered to have not earned all the federal aid that may have been previously awarded. A required calculation will be performed to determine the portion of the unearned federal student aid that must be returned to the U.S. Department of Education. In many cases, this policy may also result in the student owing a refund to the Department of Education. The following is the distribution of unearned aid that must be returned: Unsubsidized, Subsidized, Parent Plus, Federal Pell Grants, and then the Student.
- o. **Return of Unearned Funds from Non-Title IV Loans:** If any portion of the Total Fee is funded through a loan other than a Title IV loan, then Student and any Responsible Guardian hereby authorizes the Aveda Institute Des Moines to pay any refund directly to the lender, up to the outstanding loan amount.

*\*See student enrollment agreement for respective academic year tuition amounts.*

*\*\*The Aveda Institute Des Moines will apply the most advantageous refund policy that a student qualifies to receive. For students terminating due to physical incapacity or spousal employment transfer, this will be section (g) of refund policy listed above.*

## **FACULTY AND ADMINISTRATION**

**Doug & Jana Van Polen – Owners**

**Megan Giudicessi – Institute Director**

**Katherine Hinchliff – Director of Education**

**Jessica Timmons- Assistant Institute Director**

**Abigail Kingery – Student Services Coordinator, Title IX Coordinator**

**Erika Olsen – Financial Aid**

**Brittany Belt & Kallyn Reck – Admissions Coordinators**

**Kallyn Reck – Career Placement**

**Jessica Bahassen – Experience Center Manager**

**Brooke Gillard, Esther VanderWaal, Kathy Andersen, Cassie Oakley, Kaylie Jones, Whitney Erlbacher, Dana Ellis, Jordyn Shippley, Amanda Hardenbrook, Melissa Morrison, Emily Bickel, Sarah Turner - Cosmetology Educators**

**Christy Lowe, Mindia Dennis, Jess Temple, JoLynn Evans, Sarah Turner– Esthiology & Massage Therapy Educators**

