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EVANS HAIRSTYLING COLLEGE IS NATIONALLY ACCREDITED BY:

N.A.C.C.A.S.

National Accrediting Commission of Career Arts & Sciences
3015 Colvin Street
Alexandria, VA 22314
(703) 600-7600

LICENSED IN THE STATE OF UTAH BY:

State Commission & License
Division Of Occupational & Professional Licensing
Heber M. Wells Bldg. 4th Floor
160 East 300 South
Salt Lake City, Utah 84145
(801) 530-6633

Evans Hairstyling College is an accredited institution, licensed by the state of Utah, and city of St. George.

Evans Hairstyling College (St. George) is owned by R&J Evans Inc. DBA Evans Hairstyling College. a state of Utah Corporation. Located at 1028 East Tabernacle, St. George, Utah 84770
Members are Robert Evans and Justin Evans

All of our written material & vocal classes are taught in English.

SECTION 1

MISSION STATEMENT

At Evans Hairstyling College we strive to provide our students with the Knowledge, Confidence, Hands on Experience, and Skills, that will help our graduates be prepared for employment in their profession.

ADMISSION PROCEDURES

We agree that we will comply with Title VI of the Civil Rights Act of 1964, that no person in the United States shall, on the grounds of race, color, religion, sex, age, or ethnic origin, be excluded from participating or discriminated against in our education process.

ADMISSION REQUIREMENTS

Any person who is career-minded and wants to pursue their education in the field of cosmetology may enroll at Evans Hairstyling College, with the following qualifications. Have proof of a high school diploma or its equivalent, if homeschooled, a state-issued credential for secondary school completion. For high school students enrolled in our program they must be enrolled under a training agreement with the Washington County School District. This documentation must be presented the first day of school.

Evans Hairstyling College does accept students transferring in from other schools. We do not however guarantee that we will accept all the hours that student is wanting to transfer. Hours being accepted will be up to the instructors and ownership of the school, after working with said student for at least 80 hours. Students transferring into Evans Hairstyling College with less than 500 hours must start as a new student no hours will be accepted. (A full copy of our transfer policy will be given to students transferring into our program when application is made.)

Re-entry Policy

1. Student must sign a new contract, with new graduation date.
2. If student checked out in good standing with Evans Hairstyling College, student may re-enter with out paying any re-entry fees, or loss of hours.
3. If student returns with in 12 months of dropping out, and student is in good standing, said student will only be charged for outstanding tuition from original tuition balance. After which time student will follow the rules of the student contract.
4. Student can not receive a scholarship.
5. If student is re-entering, and owes outstanding tuition balance, this balance must be paid the first day back. However school management can leave this open for negotiation with returning student, each one depending on their own situation. Then tuition will be determined according to our transfer policy.
6. Evans Hairstyling College reserves the right to REFUSE re-entry to any student who wishes to re-enter school without reason why.

A person must send in an application form with a \$100.00 fee. A full refund is available if person cancels in writing within 10 days of the starting date for classes in which they have enrolled in. (Cancellation date is the post mark date on the cancellation letter.)

Prior to the first day of school student will need to bring with them the following, a copy of their high school diploma or equivalent, a signed enrollment agreement & first day registration fee. (\$2500.00) for cosmetology students and (\$5000.00) for Barbering students.

We have open enrollment, starting dates for student's will be on any Monday of any month in the year. School will be closed during the year for the following holidays, New Year's Day, Memorial Day, July 4th & 24th, Labor Day, Thanksgiving and the day after, and Christmas Day.

COURSE & LICENSING REQUIREMENTS

The state of Utah requires a cosmetology student to complete a minimum of 1600 clock hours. However, enrollment in our program is for 2000 clock hours for Cosmetology Students and 1000 clock hours for Barbering Students. This will enable student the opportunity to become a licensed Cosmetologist or Barber in the state of Utah. Ready for entry level employment in this profession, able to work as a stylist, manicurist, facial operator, nail tech, barber, and could lead to an instructor license.

Upon completion of required hours student will be required to pass both a state written & practical exam with a 75% or better passing score to become licensed in the state of Utah.

RULES & REGULATIONS

Attitude is the key. (school policies & procedures will be given the first day of school.)

SCHOOL EDUCATION LEVELS

There are different levels in the course, of the student's time in our program.

1st level, Student studies school procedures & basics

2nd level, Student works on perfecting their skills.

3rd level, Student works to improve weakest skills.

4th level, Student works on perfection of skills & readies for the Utah State Exam

SCHOOL HOURS

School is open Monday thru Friday, from 8:00 am to 5:00 pm. Lunch break is taken at 12:00 pm. We are open on some Saturdays from 8:00 am to 12:00 pm for anyone that wishes to come & earn make-up hours.

If the course is cancelled subsequent to a student's enrollment, the school shall at its option either 1- Provide a full refund of all monies paid or 2- Provide a completion of the course.

If the school is closed unexpectedly due to extenuating circumstances, all students will be notified by phone.

SECTION 2

LOCATION & FACILITY

Our campus is located 1 block east of the Dixie State University campus, and 1 block south of the famed St. George Blvd at 1028 East Tabernacle. Our campus has 44 stations for students, a classroom, pedicure room, waxing room, facial room, break room, 4 restrooms, manikin room. This makes our location easy to access. Our patron support is large and ranges in all ages. Our clinical floor space is equipped for each student to have their own station.

STAFF & FACULTY

Mr. Robert Evans	Administrator & CFO
Mr. Justin Evans	President

FINANCIAL AID

Mr. Robert Evans
Mr. Justin Evans

BOOKSTORE

Mrs. Lisa Evans

INSTRUCTORS, All Licensed Cosmetology/Barber Instructors

Mr. Robert Evans
Mr. Justin Evans
Mrs. Kate Valoadolid (sub)
Mrs. Raeleee Stafford (sub)
Mrs. Jeanette Golding (sub)
Mrs. Jessica Mangum (sub)
Mrs. Lindsey Morrison (sub)

The course of study is “Cosmetology”. In not less than 2000 clock hours.

The course of study is “Barbering”. In not less than 1000 clock hours.

PRACTICAL SUBJECTS CLOCK HOURS	<u>Cosmetology</u>	<u>Barbering</u>
Theoretical Studies	250	125
Hairstyling, Setting, Blowing, Waving	310	150
Permanent Waving	200	50
Hair Coloring, Lightening, High Lightening	200	50
Style Cutting, & Barbering, Men & Women	400	400
Salon Management & Job Hunting	40	20
Manicuring, Artificial Nails & Pedicuring	50	
Skin Care, Make-up, Facials & Arching	80	10
Hair Conditioners	50	15
Chemical Hair Relaxing	40	10
Scalp Treatments	25	15
Sterilization & Sanitation	100	100
Wiggery	60	10
Business Procedures	40	10
Professional Ethics	40	10
Utah State Rules & Regulations & State Laws	10	5
Hair Extensions	50	
Balance to be used at the discretion of the instructors	55	20
TOTAL HOURS	2000	1000

(Hours will be given for participation in Hairstyling contests & attendance at any educational styling shows). **Cosmetology Students:**

Part time student must attend school a minimum of (5) clock hours per day or (25) clock hours per week. This should take 80 weeks to complete. Full time students will attend school for at least (40) clock hours per week. This should take 50 weeks to complete.

Barbering Students:

Part time student must attend school a minimum of (5) clock hours per day or (25) clock hours per week. This should take 40 weeks to complete. Full time students will attend school for at least (32) clock hours per week, this should take 34 weeks to complete.

EDUCATIONAL FACILITY

Our campus has 44 stations for students, a classroom, pedicure room, waxing room, facial room, break room, 4 restrooms, manikin room. This makes our location easy to access. Our patron support is large and ranges in all ages. Our clinical floor space is equipped for each student to have their own station.

EDUCATIONAL COSTS	<u>Cosmetology</u>	<u>Barbering</u>
Tuition	\$14,000.00	\$ 10,000.00
Application Fee	\$ 100.00	\$ 100.00
Student Kit, Uniforms & Books	\$ 1,500.00 < Included >	\$ 1,000.00
Total cost of Education (length of program)	\$14,100.00	\$10,100.00
Possible Scholarship	\$ 2,500.00	\$ 00.00
Payable the first day of attendance	\$ 2,500.00	\$ 5000.00

The student kit, uniforms, & books are included in the total cost as long as the student completes the program.

Application fee of \$100.00 is due at the time of application submission.

An additional \$10.00 per hour will be charged to the student for every hour student is still enrolled passed the graduation date on their student contract.

HOW CAN I PAY FOR SCHOOLING?

The methods of payment of monies owed to the school can be made with cash, credit card, money order, check, Title IV, loan, etc. Evans Hairstyling College participates in Title IV funding. Student can apply for a grant going online to www.fafsa.ed.gov and filling out an application. Or student can apply for a student loan thru Mountain America Credit Union. Or student can make an interest free payment each month of \$500.00. Cosmetology Students can also earn a \$2500.00 scholarship to help with the reduction of students educational costs.

We at Evans Hairstyling College are trying our best to make your schooling not only VERY educational but affordable as well. *Note should a student complete our program earlier than the estimated time frame stated in the contract, the student's financial aid package may be recalculated & that it might results in liabilities owed by the student and/or the school , if applicable.*

SCHOLARSHIP QUALIFICATIONS (Only for 2000 hour students)

Must be a fulltime first time student, who has completed the course. Students dropping out & returning to finish do not qualify for this scholarship of \$2500.00. Students dropping out before completing the coarse do not qualify for scholarship.

As stated in our enrollment agreement (contract) in order to take full advantage of this scholarship, students need at least an 80% GPA (B) each and every quarter, student must not miss more than (6) Fridays in the year. Students must graduate within the time stated on the student enrollment agreement. Also student must have all tuition paid in full up to the scholarship balance at the time of students last day of enrollment. If said balance is not paid on or before of students last day of enrollment then the \$2500.00 scholarship will be forfeited and student will have to pay the full amount due to release students hours for graduation. Also students can not until all monies are paid the school and they have reached 1900 hours take their state written exam. (The school management reserves the right to void all or part of possible scholarship for reasons the school feels are unprofessional, or unlawful, or unethical.

SECTION 3

REFUND/WITHDRAWAL AND SETTLEMENT POLICY:

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

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

1. An applicant is not accepted by the school. The applicant shall be entitled to a refund of all monies paid.
2. A student (or legal guardian) cancels his/her enrollment in writing within three business days of signing the enrollment agreement. In this case all monies collected by the school shall be refunded, regardless of whether or not the student has actually started classes.
3. A student cancels his/her enrollment after three business days of signing the contract but prior to starting classes. In these cases he/she shall be entitled to a refund of all monies paid to the school less the registration fee in the amount of \$100
4. A student notifies the institution of his/her withdrawal in writing.
5. A student on an approved leave of absence notifies the school that he/she will not be returning. The date of withdrawal shall be the earlier of the date of expiration of the leave of absence or the date the student notifies the institution that the student will not be returning.
6. A student is expelled by the school. (Unofficial withdrawals will be determined by the institution by monitoring attendance at least every 30 days.)
7. In type 2, 3, 4 or 5, official cancellations or withdrawals, the cancellation date will be determined by the postmark on the written notification, or the date said notification is delivered to the school administrator or owner in person.
 - For students who enroll and begin classes but withdraw prior to course completion (after three business days of signing the contract), the following schedule of tuition earned by the school applies. All refunds are based on scheduled hours:

REFUND SCHEDULE:

For students who enroll in & begin classes, other than those mentioned above the following schedule of refund, possible hours earned, and tuition costs for hours possible, is authorized for enrollment time.

Cosmetology

PERCENTAGE OF TIME POSSIBLE		HOURS POSSIBLE		% OF TUITION DUE
0.1% TO 4.9%	=	0000 TO 0098	=	20% OR \$2800.00
5.0% TO 9.9%	=	0099 TO 0198	=	30% OR \$4200.00
10% TO 14.9%	=	0199 TO 0298	=	40% OR \$5600.00
15% TO 24.9%	=	0299 TO 0498	=	45% OR \$6300.00
25% TO 49.9%	=	0499 TO 0999	=	70% OR \$9800.00
50% and over	=	1000 and up	=	100% OR \$14,000.00

Barbering

PERCENTAGE OF TIME POSSIBLE		HOURS POSSIBLE		% OF TUITION DUE
0.1% TO 4.9%	=	0000 TO 0098	=	20% OR \$2000.00
5.0% TO 9.9%	=	0099 TO 0198	=	30% OR \$3000.00
10% TO 14.9%	=	0199 TO 0298	=	40% OR \$4000.00
15% TO 24.9%	=	0299 TO 0498	=	45% OR \$4500.00
25% TO 49.9%	=	0499 TO 0999	=	70% OR \$7,000.00
50% and over	=	1000 and up	=	100% OR \$10,000.00

- All refunds will be calculated based on the students last date of attendance. Any monies due a student who withdraws shall be refunded within 45 days of a determination that a student has withdrawn, whether officially or unofficially. In the case of disabling illness or injury, death in the student's immediate family or other documented mitigating circumstances, a reasonable and fair refund settlement will be made. If permanently closed or no longer offering instruction after a student has enrolled, the school will provide a pro rata refund of tuition to the student OR provide course completion through a pre-arranged teach out agreement with another institution. If the course is canceled subsequent to a student's enrollment, and before instruction has begun, the school will either provide a full refund of all monies paid or completion of the course at a later time. If the course is cancelled after students have enrolled and instruction has begun, the school shall provide a pro rata refund for all students transferring to another school based on the hours accepted by the receiving school OR provide completion of the course OR participate in a Teach-Out Agreement OR provide a full refund of all monies paid.
- Students who withdraw or terminate prior to course completion are charged a cancellation or administrative fee of \$100.00.
- This refund policy applies to tuition and fees charged in the enrollment agreement. Other miscellaneous charges the student may have incurred at the institution (EG: extra kit materials, books, products, unreturned school property, etc.) will be calculated separately at the time of withdrawal.
- All fees are identified in the catalog and in the enrollment agreement.

COLLECTION OF UNPAID DEBT: Bills still due after 30 days of the last physical day of attendance will be charged 18% interest per month for every month those bills go unpaid. Student agrees to pay all attorney's fees, court costs, filing fees, and all collection costs. Up to 50% of the amount owing may be assessed by any collection agency retained to pursue the matter. Any correspondence regarding cancellation and settlement from Evans Hairstyling College with a third party understands the existence of our Withdrawal and Settlement Policy. We do not sell student contracts to third party businesses for collection

NOTE: According to Utah State Law, schools shall not be required to release documentation of **hours earned** to a student until the student has paid the tuition or fees owed to the school as provided in the terms of the contract.

GRADE evaluation includes both quantitative (attendance) & qualitative (academic performance), elements are evaluated on a cumulative basis from hour 1 of student enrollment.

	Grade Scale
Attendance : Hours attended minus any tardy	90 to 100 Excellent
Theory : Tests, assignments, demo etc	80 to 89 Very Good
Clinical : Amount of services, and objectives	70 to 79 Good
Personal : Appearance, duty, station, dress.	69 & below Unsatisfactory

GRADUATION REQUIREMENTS

State of Utah graduation requirements for Cosmetology include a minimum of 1600 hours, and a minimum of 1000 clock hours for Barbering, however our program for Cosmetology is for 2000 clock hours. Upon completion of 2000 clock hours and or 1000 clock hours for Barbering, and receiving passing evaluations of 70% or better student is considered a graduate. In order to receive a release of student hours for licensure, all monies owed the school must be paid in full.

EMPLOYMENT ASSISTANCE

Evans Hairstyling College does not guarantee any employment. But the school will assist students in finding employment, with assistance in letter writing, resumes, listing job applications on the bulletin boards, and by helping student make contacts.

ATTENDANCE POLICY

Students must be in school every day except for days when the school is closed by management or holidays, or days that student has made arrangements to be excused in advance. School begins at 8:00 am. Students punching in after 8:05 will be marked tardy. If a student falls behind in hours possible because of excused or unexcused absences and tardiness, those hours and other school work will have to be made up. Students that are performing services on clients that run past the scheduled daily hours must fill out an "out of schedule form" which needs to be signed by an instructor. We expect our students to display proper conduct using common sense while attending school at all times. Student will be charged an extra \$10.00 per hour for every hour that student is enrolled passed the completion date stated on the enrollment agreement. The \$10.00 per hour is figured on eight (8) hours a day for every day student is still enrolled in school whether the student is in attendance or not.

SECTION 4

ADVISEMENT & CAREER COUNSELING

Advisement is given in the following areas: Job Placement, Student Academics, Individual Progress, & Career Opportunities

RIGHTS TO PRIVACY

It is school policy to give any student or parent or guardian of a dependent minor the right to have access to their files and records, under the supervision of a qualified staff member of the school. It is the policy with regards to students records, that they must have a release form, signed by the student, parent, or guardian of a dependent minor to have their records released to anyone, with exception of any required audit, accreditation process, or program review. We do not publish a student directory, therefore students privacy is not given out. Evans Hairstyling College follows the Family Educational Rights & Privacy Act (FERPA)

WITHDRAWAL, TERMINATION & TRANSFERRING OUT

If a student notifies the school of their withdrawal, or is terminated from school, & does not complete their training of 2000 clock hours, the cosmetology student will **forfeit** opportunity for a scholarship.. Students will be charged according to the refund scale listed in this enrollment agreement for unpaid tuition. If student checks out before completing, and owes tuition fees or any other money, all hours that student has accumulated will stay in the school until all outstanding bills are paid. Students who might be terminated from the program will be referred to the refund policy to settle the debt or refund to the student. Students could withdraw or be terminated for the following reasons:

Transferring to another school, Grade point average is less than 70%, No attendance for 30 days of the last physical day of attendance, Not returning from a leave of absents, or not following the schools policies & procedures.

Leave of Absence Policy

A LOA will be granted to a student when the school and student have a reasonable expectation that the student will return to school.

An authorized leave of absence (LOA) is a temporary interruption in a student's program of study. LOA refers to the specific time period during a program when a student is not in attendance.

All requests for leaves of absence must be submitted in advance in writing, which must include the reason for the student's request, and it must be signed by the student. An (LOA) can be granted for, Health reasons, physical or mental. Financial stress, (Loss of employment etc). An LOA can be granted for a vacation time but will result in loss of Scholarship if applicable.

However, if student cannot apply in advance because of unforeseen circumstances, for example, if a student is injured in a car accident and needed a few weeks to recover before returning to school, the birth of a child, etc. A (LOA) may be granted once the school documents the reason for its decision, and receives the request from the student at a later date. *An example, the beginning date of the approved LOA would be determined by the school to be the first date the student was unable to attend the school because of the accident.*

Once all steps for a LOA have been met, then student will be granted a LOA

The school will not assess the student any additional institutional charges as a result of the LOA.

A student that meets the criteria in the policy is not considered to have withdrawn, and no refund calculation is required at that time. All requirements and hours stop until student returns to school. An approved LOA together with any additional LOA must not exceed a total of 180 days in any 12 month period.

Upon student's return to school, the school will extend the student's contract period by the same number of days taken in the LOA. Changes to the student contract period on the enrollment agreement must be initialed by all parties or an addendum must be signed and dated by all parties.

Any student not returning from an approved LOA will be considered to have withdrawn and that withdraw date will be the beginning date on the LOA.

At that time all withdrawal procedures will be put in place.

First Day Orientation:

Before enrollment is accepted here Evans Hairstyling College. Student must have an understanding of the following. (For both programs)

School Catalog

Placement Rates

Compensation Possibilities in the workplace

Physical Demands & Safety Requirements

Licensing Requirements for the State of Utah (CIB)

Schools Completions Rates

Schools State Exam Pass Rates

Regulatory Oversight Restrictions

Support Services

Possible Employer Requirements

Employment Possibilities

Course Outline

Enrollment Agreement

1600 hours VS 2000 hours (Cosmetology)

Schools Policies and Procedures

Withdrawal & /Settlement Policy

Title IX Violence Against Women Act

Credit Balances (Title IV vs Institutional)

Verification-documents, deadlines, and notificaitons

Professional Judgement, Dependency Overrides

Information Security

Copyright Laws

Constitution Day Requirements

Code of Conduct

Evans Hairstyling College
1028 East Tabernacle
St. George, Utah 84770

CODE OF CONDUCT

Code of Student Conduct

The Code of Student Conduct outlines major categories of behavior and states disciplinary actions that may occur as a result of student misconduct.

The following summarizes the levels of disciplinary action, which shall be enforced by school personnel with students who are in violation of school rules.

Level 1 - Verbal Warning/Reprimand The instructor/staff members will tell/remind the student not to engage in inappropriate behavior or give the student a reminder of the rule.

Level 2 - Conference Staff members may conduct a conference with the student.

Level 3 - Intervention Staff members may use one of the following interventions: Referral to school Director, temporary removal of a student from class, a meeting of school personnel and others to consider the behavior of the student and make recommendations for improvement, Behavioral Contract (a written agreement between the student and school listing requirements for improvement), Probation (a written agreement with the student for a defined period of good behavior in lieu of suspension), Mediation - referral to conflict mediation.

Level 4 - Suspension The Program Director, or his/her designee may suspend a student from school with approval of the director, for engaging in prohibited conduct as outlined in the Code of Student Conduct. The student shall be required to confer with the director or his/her designee prior to the student's reinstatement.

Level 5 - Expulsion A student can be expelled only by the action of the Director who meets in council with the support of 2 staff members. One staff member must have been directly involved in the incident. Expulsion from school excludes the student from regular school attendance and activities. Readmission may occur after a petition of the student to the Director and satisfactory progress must be made before readmission.

Prohibited Conduct

Students are subject to the Code of Student Conduct while on school property, while engaged in or attending a school activity, or while going on an excursion or field trip to or returning home from school including while at bus stops and while riding the bus. Students may also be disciplined for acts committed away from school property and outside school hours if the conduct is detrimental to the interest of the school or adversely affects the educational environment.

1. Attendance: Tardiness, excessive Absences. Any class that is missed must be made up and all topics, skills, knowledge reviews, quizzes and exams must be successfully completed as per the class outline. Any absences must be rescheduled with the instructor. If students have more than 3 unexcused Absences or 5 Tardies they will be required to conference with the instructor. If additional unexcused absences occur an intervention will occur and possible suspension.

1. Medical absence: If a student misses a section of a course for medical issues, the student will schedule a time with the instructor for the student to make up the section missed during regular course hours.
2. Cheating: Students are expected to perform honestly through the production of their own work.
3. Disruption: Any disruption, which interrupts or interferes with teaching or orderly conduct of school activities, is prohibited. Conduct, which by its nature is so extreme or offensive that it negatively impacts the school or places the student at risk either physically or educationally, will also constitute disruption.
4. Profanity/Obscenity: Use of language, gestures, or conduct that is vulgar, profane, obscene or abusive, or disruptive to teaching or learning, and possession of offensive materials such as nude photographs, pornographic videos, etc.
5. Trespassing: Students, patrons, and school personnel are expected to have appropriate authorization to be on school property.
6. Fighting: Students and school personnel are entitled to a school environment free from threat and the physical aggression of others. The following acts are prohibited: two or more parties striking each other for the purpose of causing bodily harm, threatening, incitement/instigation, physical abuse, gang activity, and bullying (repeated negative behavior that targets a specific victim). A student, who is assaulted and retaliates by hitting, kicking, or any other physical means, may be disciplined for fighting.
7. Defacing/Destroying School or Private Property: A student will not willfully or maliciously deface, damage, or destroy property belonging to another, including school property at any time.
8. Theft/Attempted Theft: A student will not possess or attempt to possess stolen property.
9. Serious Violations: A student will not participate in any criminal acts in violation of local, state, or federal laws.
10. Weapons/Explosives/Fireworks: A student will not distribute, handle, use, transmit, or possess a weapon or any object that is designed or used to inflict bodily injury or place a person in fear of bodily injury or any object, which can reasonably be considered a weapon. Students shall not possess, distribute, discharge, or participate in the discharge of fireworks or similar items. Examples of weapons and fireworks and other substances are as follows: bomb, knife/razor blade/box cutter, ammunition, metal knuckles, fireworks, small explosives such as firecrackers, caps, poppers, and stink bombs, the use of any object or substance that will potentially cause harm, irritation, or bodily injury to students or any other person. (Exceptions are items used as part of training equipment. i.e. dive knife or tool).
11. Sexual Offenses: A student will not engage in sexual or immoral behavior such as offensive touching, sexual harassment, indecent exposure, obscene phone calls, inappropriate sexual behavior, or acts of sexual assault or battery.
12. Harassment or discrimination: A student will not harass or discriminate against another person based upon that person's race, color, sex, disability, national origin, ethnicity or religion.

THIS CATALOG

CAN

ALSO

BE

DOWNLOADED

FROM

OUR WEBSITE

@

WWW.EVANS COLLEGE.COM