student course catalog



AVEDA INSTITUTE DENVER

The Institute Mission

The Aveda Institute Denver's mission is to provide quality, professional education and training to successfully pass the state licensure exam by:

- creating an environment of trust and respect;
- encouraging a commitment to teamwork;
- promoting personal and professional development;
- inspiring the continuous quest for knowledge and growth and;
- inspire greatness.

By supporting our Students in this manner, we prepare them for successful careers within their respective field and enable them to provide services that exceed our guest's expectations.

The 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."



AVEDA INSTITUTE
DENVER

ADDRESS 801 Kalamath Street
Denver, Colorado 80204

Satellite Classroom 1036 W 8th Ave
Denver, CO 80204

TELEPHONE 303.567.7500
WEB www.avedainstitutedenver.com
FACEBOOK facebook.com/people/Aveda-Denver/1524727231
TWITTER twitter.com/AvedaDenver

Aveda Institute Denver is approved and regulated by the Colorado Department of Higher Education, Private Occupational School Board (DPOS), and the National Accrediting Commission of Career Arts & Science (NACCAS).

DPOS
www.highered.colorado.gov/dpos
1600 Broadway, Suite 2200 | Denver, CO 80202
303.862.3001

NACCAS
www.naccas.org
3015 Colvin Street | Alexandria, VA 22314
703.600.7600

VA
Aveda Institute Denver is approved by the Colorado State Approving Agency.

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As an Aveda Institute Student you'll experience extensive education through photo shoots, education workshops from industry masters, leadership, community events, and wellness. Experience Fashion-Beauty-Wellness-Art. Experience the Aveda Institute difference.

Photoshoots

Cosmetology, Hairstyling, Barbering students will work with a model to create hair and makeup themed for their own photo shoot with a professional photographer. Images from this shoot can be used to begin a professional portfolio, setting a foundation for editorial work.

Leadership

Be a mentor and inspire yourself and others to become the best. Our leadership team allows students to participate in committee meetings and events. Additionally, students interview for the A List program during the final phase of the program.

Hair & Makeup Shows

Be your own fashion designer at our hair & makeup shows which are hosted twice a year to raise proceeds for local charities and our Earth Month partner. From the behind the scenes planning to creating the hair style and makeup for the models, you'll be involved in every aspect of the show.

Wellness

Aveda Institute focuses on a new wellness practice weekly, focused on Ayurveda, yoga, mindset, eating well, movement, and self care. Students will learn to care for others by first caring for self.

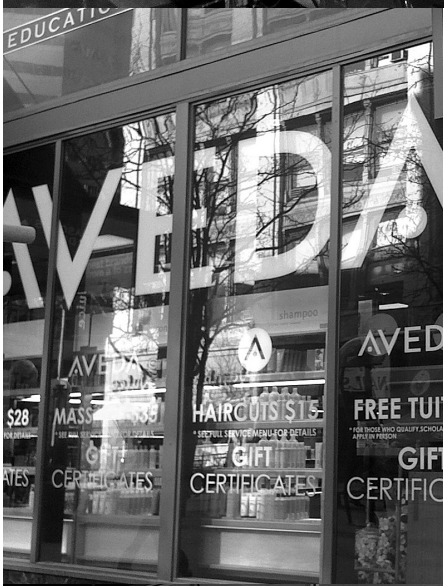
Workshops

The Education team hosts a workshop for students to hone-in on favorite practices or to improve technical skills. Workshops vary from styling and cutting techniques to makeup lessons, waxing and skin care. Our Experience Center also works closely with students to improve upon retailing, product knowledge and reservations.

Master Series

Aveda Institute invites the industry's top professionals to teach a seminar in the field in which they specialize. This includes Hair, Make Up, Skin Care, Franklin Covey and more.







This is an organic place!

Located in the Santa Fe Art's District near downtown Denver, Aveda Institute Denver is over 18,000 square feet of learning space with a range of classrooms, separate clinic floors for Cosmetology and Esthiology/Massage Therapy, and a retail experience center. With events bringing people to this location, Aveda Institute Denver is an ideal setting for real-life salon experience and professional education.

Clinic

A diverse array of guests come to the Aveda Institute for beauty and wellness services. As a Student, you will have the opportunity to perform a spectrum of hair and skin services in a salon/spa setting, under the supervision of your instructors.

Classrooms

Classroom size and layout are designed to provide a productive learning experience for all learning styles. Classrooms are designed to incorporate both theoretical education and hands on experience. Additional classroom facility is located conveniently across the street at, 1036 W. 8th Avenue, Denver, CO 80204.

Aveda Experience Center

A retail center for Aveda hair,app skin, flower and plant Pure-Fume™ and body care, make-up and lifestyle products. The store gives you the opportunity to practice your guest service and retailing skills.

Equipment Inventory

Our teaching facilities are equipped with state of the art classrooms, clinic floors, cosmetology stations, shampoo stations and spa treatment rooms.

Lockers / Workstations

Lockers and workstations are provided for Students to store their belongings while in school. Students are responsible for all of their belongings and must provide their own lock. If Students leave the Aveda Institute by transfer, withdrawal, or leave of absence, they need to take all belongings with them. Items left in the locker and/or workstation will be disposed of after 5 school days in order to provide space for other incoming students.

Resource Library and Administrative Offices

A resource library has books on styling, personal development, health and wellness for your reference. Team leaders and admissions personnel are also available to respond to your questions and concerns.

Student Lounge

There is a special area designated for Students to socialize and enjoy their break. Students are responsible for maintaining the cleanliness of the breakroom area.

"The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather in a lack of will."

— Vincent T. Lombardi

Areas of Study

Cosmetology - Explore the latest styles and techniques in hair styling, cutting and color; makeup application; skin care; and nail care.

Hairstyling- Gain knowledge in haircutting, hairstyling, and hair color.

Esthiology – Learn specialized Aveda Techniques to purify, balance and renew the skin.

Massage Therapy – Learn a balanced study of anatomy, physiology, pathology, aromaologyTM, spa treatments and body movement techniques.

Barber- Gain depth in your career in the field of Barbering. Build a strong foundation in haircutting and shaving.

Training will encompass three types of learning:

- Theoretical knowledge, the foundation of your education.
- Practical experience, the application of your knowledge.
- Professional business-building skills, vital for your success.

Each phase of your education will emphasize a different combination of learning approaches.



Career Opportunities

Salon/Spa Industry

hair stylist/barber
esthetician
makeup artist
manicurist
massage therapist
sales representative
permanent waving specialist
hair coloring specialist
salon/spa manager
salon/spa owner

Education & Other Fields

educator
consultant/trainer
school owner
state board member or inspector
educator for a product manufacturer
school director



Holidays and Closures

Please refer to individual Program Pages for Program Start Dates.

School Closures thru 2029 are as follows:

Memorial Day: 5.31.27, 5.29.28, 5.28.29

Independence Day: 7.4.27, 7.4.28, 7.4.29

Labor Day: 9.6.27, 9.4.28, 9.3.29

Thanksgiving day: 11.26.26, 11.25.27, 11.23.28, 11.22.29

Holiday Break: 12.24.26-1.1.27, 12.24.27-1.2.28, 12.25.28-1.1.29, 12.24.29-1.1.30

In Service Days for NON DE Programs: second Tuesday of Quarter 1 and Quarter 3



"Of the various educational accomplishments I've made in my life, few have made me as proud, as happy, or as successful as graduating from Aveda."
— Anne Skubis, Aveda Institute Alumnus

Are you ready to begin?
If you're excited about the prospect of training at the Aveda Institute, here's all you have to do to get started.

What We're Looking For

Aveda Institute welcomes applications from motivated individuals who seek to fulfill a commitment to personal excellence. Assessment is based on review of the application materials listed above, references, and supplemental information from the interview. We look for the following qualities:

- Evidence of previously demonstrated skills or aptitudes
- Proven ability to work well with others
- Proven ability to set and achieve goals
- Proven communication skills, including comprehension of English
- Evidence that your intent to attend Aveda Institute represents a researched choice that fits with your career and personal goals.

Aveda Institute reserves the right to review each application on an individual basis. In the admissions, instruction, and graduation policies, we practice no discrimination on the basis of race, religion, color, financial status, sex, ethnic or national origin, age, veteran status, or sexual orientation. Aveda Institute does not recruit students that are currently attending or admitted to another school offering a similar program of study.

Take the next step

1 Tour our campus to learn why The Aveda Institute is the right fit for you.

2 Prepare your application packet. Following your information interview and tour if we feel you're a great candidate for our programs, we'll invite you to take the next steps to become accepted. You'll prepare an application with the following requirements:

Application: the application forms and $50 application fee must be turned in to be eligible for consideration. Application forms include: Enrollment Application, Information Survey, Physical and Safety Demands Acknowledgement, Letter of Intent, High School Completion (or equivalent), proof of age.

Letter of Intent (letter of recommendation for Massage Therapy applicants)
Please thoroughly and thoughtfully answer the questions stated below to determine your acceptance to the Aveda Institute.

- What will you contribute to the industry when you're finished with your training?
- How will you Inspire Greatness during your training?
- How will you care for those around you?
- What belief statement do you connect with the most?

Copy of High School Diploma, High School Transcript, College Diploma, or GED. You must be a high school or college graduate prior to the official start date of your course. College graduation must be with an Associate's Degree or higher. Submit a high school transcript indicating graduation OR a copy of your General Education Diploma (GED) prior to the official start date. Foreign Diplomas: Must have evidence that verification of foreign student's high school diploma has been performed by an outside agency that is qualified to translate documents to English and confirm the academic equivalence to a US highschool diploma. Please see Admissions Advisor for evaluation options.

Proof of age (i.e. copy of driver's license, passport, or birth certificate. Birth certificate must be accompanied by photo ID).

3 If Accepted, and a financial plan is established, you will schedule an appointment to enroll into the program!

*If you are under 18 years of age you and a parent/legal guardian will need to sign the enrollment contract.

Transfer Students

Applicants for transfer into a program are considered on an individual basis. Aveda Institute may, at its discretion, refuse transfers if admission requirements, including tuition, cannot be met. Aveda Institute does not guarantee the ability to transfer hours to or from another school. The Aveda Institute does not guarantee transferability of our hours to another institution unless there is a written agreement with another institution.

Re-Admission

Students who withdraw or are terminated from their program may reapply for enrollment 60 days after withdrawal or termination, with the exception of Students who have been terminated based on exceeding Maximum Time Frame, who may re apply immediately. Students will meet before the board to be considered for reinstatement and will be notified within 48 hours if reinstatement has been granted. To qualify for re-enrollment, a satisfactory payment arrangement for any existing balance must be in place. Re-admitted students will pay a $50 application fee, $150 registration fee and current hourly tuition rate multiplied by the number of hours needed to complete the program.

States accepting licensure from the programs offered
Accepting: Colorado
Unsure: Alabama, Alaska, Arizona, Arkansas, California, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Pennsylvania, Rhode Island, South Carolina, South Dakota,Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming

The office of Student Care can support inquiries about licensure in a state of interest.state of interest.

Questions? Contact the Admissions Department.
303-578-1970 | www.avedainstitutedenver.com

Program

Tuition: $21,000

Kit: $2,750.00 (non-refundable) | Application: $50.00 | Registration: $150.00

Required for licensure: 1500 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday (Distance Education), Wednesday, Friday 8:00 am – 5:00 pm (30 minute lunch break)

Tuesday, Wednesday (Distance Education), Thursday, Saturday 8:00 am – 5:00 pm (30 minute lunch break)34 hours per week, with 30 minute lunch breaks

Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0401. Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

Express your creativity in the field of beauty and wellness. Our cosmetology program provides 1500 hours of extensive hands-on training designed to provide students with a complete understanding of hair, skin, makeup and nails. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed cosmetologist.

$50.00 application fee is refundable prior to commencement of contracted start date.

Cosmetology Start Dates with 28% Distance Education: 10.12.26, 10.13.26, 2.23.27, 4.26.27, 6.29.27, 8.30.27, 8.31.27, 11.2.27

PM Cosmetology Start Dates with 28% Distance Education: 1.4.27, 3.29.27, 6.21.27, 9.13.27, 12.6.27

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice.

Daytime Phase Descriptions

PHASE ONE: 306 HOURS TOTAL
The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, skin care, facial hair removal, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements. Earth phase schedule consists of both in person and distance education.

PHASE TWO: 306 HOURS TOTAL
This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor. Water phase schedule consists of both in person and distance education.

PHASE THREE: 306 HOURS TOTAL
The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures, students will also learn nail care and advanced skin care principles this phase. Fire phase schedule consists of both in person and distance education.

PHASE FOUR: 306 HOURS TOTAL
The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced techniques in the realm of cut, color, hair styling, make up, and artificial nails. Students will continue to build their portfolio and prepare for a professional photo shoot that will take place at the end of the phase.

PHASE FIVE: 276 HOURS TOTAL
(Distance education hours and onsite hours may vary based on needed hours to complete program)
The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor. Phase includes both in person and distance education.



Evening Phase Descriptions

The order of phases in the evening program may vary. PM phases include distance education.

PHASE ONE- 300 HOURS
This phase will introduce the foundations of the beauty industry along with state laws, rules, regulations, and safety requirements. This phase will focus on business, goal setting, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, safe work practices and the service experience. During this phase students will learn the fundamentals of shampooing, conditioning, hairstyling, principles of textured hair styling, haircutting, hair coloring techniques, skin care and facial waxing.

PHASE TWO- 300 HOURS
"The emphasis in this phase is to introduce the fundamentals of Texture Services. Students will focus on natural texture services including coloring, cutting, styling techniques and working effectively on all hair textures. This phase will also focus on chemical texture services and techniques. Students will build upon techniques while gaining practical experience on the clinic floor.

PHASE THREE- 300 HOURS
"This phase will focus on skin care, students will learn the foundations of skin care, anatomy, facial techniques, nail care and artificial nail applications. This phases will also focus on business with an emphasis on professionalism and preparing students for future career opportunities. Students will explore advanced techniques while they continue to refine their technical skills and gain practical experience through model days and clinic floor practice.

PHASE FOUR- 300 HOURS
"The focus will be preparing students for graduation and future career opportunities. Advanced techniques are explored while students continue to work to build their portfolio and prepare for a photo shoot that showcase their technical abilities. Students will build upon techniques while gaining practical experience on the clinic floor."

PHASE FIVE- 300 hours
"The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor. Infinity phase schedule consists of both in person and distance education. *Hours and weeks for this phase will be determined by the amount of hours the student needs to complete the required 1500 hours for state licensure."

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the cosmetology program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Cosmetologist, and Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Online Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- Online/Distance Education
- One-on-One Coaching

Technology Required for Distance Education

- Apple or Android operating system
- Internet connection to run Pivot Point 2.0

Shampooing, Rinsing, Conditioning - 50 hours
product analysis
procedures/techniques
draping for wet and dry
chemical services
selecting correct shampoo/ conditioner

Haircoloring - 200 hours
color theory
classifications of hair color
product analysis
corrective coloring
contemporary techniques
one dimensional
multidimensional
foil placement
enlighten & tone

Haircutting - 200 hours
implements and techniques
sectioning
scissors
clippers
razors
guest consultation

Hairstyling - 175 hours
wet styling
fingerwaving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling
conventional thermal (marcel) irons
oven press curl
blow-dry styling

Chemical Texture Services - 100 hours
product analysis
guest hair analysis
application techniques
equipment, implements and materials
history of permanent waving
chemistry of solutions
pre-perm analysis
rod selection
perming techniques
custom perm design and wrapping

Manicuring and Pedicuring - 175 hours
Application of Artificial Nails - 125 hours
manicures/pedicures
nail design and artistry
nail extensions
massage techniques for hands, arms and feet

Facials and Skin Care - 175 hours
Skin Care
histology
disorders
facials including:
- cleansing
- refinement
- treatment
- massage

Facial Makeup - 25hours
color theory
contoured and natural application
lash application
subtle and dramatic application

Hair Removal - 75 hours
facial waxing
methods of hair removal

Laws, Rules and Regulations - 25 hours
state laws and rules
safety and sanitation requirements

Management, Ethics, Interpersonal Skills and Salesmanship - 25 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices- 150 hours
Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Cosmetology

Program

Tuition: $21,000

Kit: $2,500.00 (non-refundable) | Application: $50.00 | Registration: $150.00

Kit cost for starts after 1.31.25: $2,750.00

Required for licensure: 1500 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday, Wednesday, Friday OR Tuesday, Wednesday, Thursday, Saturday 8:00 am - 5:00 pm: 34 hours per week, with 30 minute lunch breaks

For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0401. Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

Express your creativity in the field of beauty and wellness. Our cosmetology program provides 1500 hours of extensive hands-on training designed to provide students with a complete understanding of hair, skin, makeup and nails. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed cosmetologist.

$50.00 application fee is refundable prior to commencement of contracted start date.

Cosmetology Start Dates with NO DISTANCE EDUCATION: AM Hybrid starts may be offered to VA Students 100% on site.

PM Cosmetology Start Dates with No Distance Education no starts scheduled at this time

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time.



Daytime Phase Descriptions

PHASE ONE: 306 HOURS
The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, skin care, facial hair removal, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements.

PHASE TWO: 306 HOURS This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor.

PHASE THREE: 306 HOURS
The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures, students will also learn nail care and advanced skin care principles this phase.

PHASE FOUR: 306 HOURS TOTAL
The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced techniques in the realm of cut, color, hair styling, make up, and artificial nails. Students will continue to build their portfolio and prepare for a professional photo shoot that will take place at the end of the phase.

PHASE FIVE: 276 HOURS TOTAL
(Distance education hours adn onsite hours may vary based on needed hours to complete program)
The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor.

Evening Phase Descriptions

PHASE ONE- 300 HOURS
This phase will introduce the foundations of the beauty industry along with state laws, rules, regulations, and safety requirements. This phase will focus on business, goal setting, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, safe work practices and the service experience. During this phase students will learn the fundamentals of shampooing, conditioning, hairstyling, principles of textured hair styling, haircutting, hair coloring techniques, skin care and facial waxing.

PHASE TWO- 300 HOURS
"The emphasis in this phase is to introduce the fundamentals of Texture Services. Students will focus on natural texture services including coloring, cutting, styling techniques and working effectively on all hair textures.. This phase will also focus on chemical texture services and techniques. Students will build upon techniques while gaining practical experience on the clinic floor.

PHASE THREE- 300 HOURS
"This phase will focus on skin care, students will learn the foundations of skin care, anatomy, facial techniques, nail care and artificial nail applications. This phases will also focus on business with an emphasis on professionalism and preparing students for future career opportunities. Students will explore advanced techniques while they continue to refine their technical skills and gain practical experience through model days and clinic floor practice.

PHASE FOUR- 300 HOURS
"The focus will be preparing students for graduation and future career opportunities. Advanced techniques are explored while students continue to work to build their portfolio and prepare for a photo shoot that showcase their technical abilities. Students will build upon techniques while gaining practical experience on the clinic floor."

PHASE FIVE- 300 hours
"The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor. Infinity phase schedule consists of both in person and distance education. *Hours and weeks for this phase will be determined by the amount of hours the student needs to complete the required 1500 hours for state licensure."

For more information about our graduation rates, the median debt of students who completed the program, and other important information please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

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Throughout the cosmetology program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

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Grading Procedure

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- One-on-One Coaching

Shampooing, Rinsing, Conditioning - 50 hours
product analysis
procedures/techniques
draping for wet and dry
chemical services
selecting correct shampoo/ conditioner

Haircoloring - 200 hours
color theory
classifications of hair color
product analysis
corrective coloring
contemporary techniques
one dimensional
multidimensional
foil placement
enlighten & tone

Haircutting - 200 hours
implements and techniques
sectioning
scissors
clippers
razors
guest consultation

Hairstyling - 175 hours
wet styling
fingerwaving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling
conventional thermal (marcel) irons
oven press curl
blow-dry styling

Chemical Texture Services - 100 hours
product analysis
guest hair analysis
application techniques
equipment, implements and materials
history of permanent waving
chemistry of solutions
pre-perm analysis
rod selection
perming techniques
custom perm design and wrapping

Manicuring and Pedicuring - 175 hours
Application of Artificial Nails - 125 hours
manicures/pedicures
nail design and artistry
nail extensions
massage techniques for hands, arms and feet

Facials and Skin Care - 175 hours
Skin Care
histology
disorders
facials including:
- cleansing
- refinement
- treatment
- massage

Facial Makeup - 25hours
color theory
contoured and natural application
lash application
subtle and dramatic application

Hair Removal - 75 hours
facial waxing
methods of hair removal

Laws, Rules and Regulations - 25 hours
state laws and rules
safety and sanitation requirements

Management, Ethics, Interpersonal Skills and Salesmanship - 25 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices- 150 hours

Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Program

Tuition: $16,800 | Kit: $2,750.00 (non-refundable) | Application: $50.00 | Registration: $150.00

Required for licensure: 1200 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday (Distance Education), Wednesday, Friday 8:00 am – 5:00 pm (30 minute lunch break)

Tuesday, Wednesday (Distance Education), Thursday, Saturday 8:00 am – 5:00 pm (30 minute lunch break)

Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

Express your creativity in the field of beauty and wellness. Our Hairstyling program provides 1200 hours of extensive hands-on training combined with distance education designed to provide students with a thorough understanding of technical skills needed to be a Hairstylist. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed hairstylist. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0407. Our hairstyling course provides 1200 hours of extensive hands on learning to provide you a complete understanding of hair. Upon completion, you'll be prepared to take the practical and theory examinations for The Colorado State Board of Cosmetology and be ready to succeed as a licensed hairstylist.

Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

$50.00 application fee is refundable prior to commencement of contracted start date.

Hairstyling Start Dates with 28% Distance Education: 10.12.26, 10.13.26, 2.23.27, 4.26.27, 6.29.27, 8.30.27, 8.31.27, 11.2.27

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice



Daytime Phase Descriptions

PHASE ONE: 306 HOURS TOTAL
The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements. Earth phase schedule consists of both in person and distance education.

PHASE TWO: 306 HOURS TOTAL
This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor. Water phase schedule consists of both in person and distance education.

PHASE THREE: 306 HOURS TOTAL
The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures. Fire phase schedule consists of both in person and distance education.

PHASE FOUR: 282 HOURS TOTAL
The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced techniques in the realm of cut, color, hair styling, and preparing students for the State Board written and practical competency exams. Students will continue to build their portfolio and prepare for a professional photo shoot to showcase their technical abilities. Air phase schedule consists of both in person and distance education.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the hairstyling program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.
Physical and Safety Demands for the Hairstylist include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Online Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- Online/Distance Education
- One-on-One Coaching

Technology Required for Distance Education

- Apple or Android operating system
- Internet connection to run Pivot Point 2.0

State Rules and Regulations- 30 hours
Colorado State laws & rules safety & sanitation requirements

Disinfection - 270 hours
Sanitation
Safe Work Practices

Shampooing/Conditioning- 60 hours
product analysis procedures / techniques
draping techniques for:
- wet / dry services
- chemical servicesselecting correct:
- shampoo / conditioner

Hair Styling- 210 Hours
Wet styling
finger waving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling thermal (marcel) irons
marcel wave
oven press curl
blow-dry styling

Hair Cutting- 240 Hours
implements techniques sectioning
scissors clippers razors
guest consultation

Hair Coloring- 240 hours
color theory classifications of hair
color product analysis corrective
coloring contemporary techniques one
dimensional multidimensional
foil placement enlighten & tone

Chemical Texture Services- 120 hours
product analysis
guest hair analysis
application techniques proper equipment
implements and materials
Permanent Restructuring history of permanent waving
chemistry of solutions
pre-perm analysis
rod selection perming techniques
custom perm design / wrapping

Management- 30 hours
ethics
interpersonal skills
Personal / Career Development
time management goal-setting
team building communication
cover letter / resume writing interview techniques
job requirements
employee benefits and wages

Program

Tuition: $16,800 | Kit: $2,500.00 (non-refundable) | Application: $50.00 | Registration: $150.00
Kit cost for starts after 1.31.25: $2,750.00

Required for licensure: 1200 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday, Wednesday, Friday OR Tuesday, Wednesday, Thursday, Saturday 8:00 am - 5:00 pm: 34 hours per week, with 30 minute lunch breaks

Express your creativity in the field of beauty and wellness. Our Hairstyling program provides 1200 hours of extensive hands-on training designed to provide students with a thorough understanding of technical skills needed to be a Hairstylist. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed hairstylist. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0407. Our hairstyling course provides 1200 hours of extensive hands on learning to provide you a complete understanding of hair. Upon completion, you'll be prepared to take the practical and theory examinations for The Colorado State Board of Cosmetology and be ready to succeed as a licensed hairstylist.

Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

$50.00 application fee is refundable prior to commencement of contracted start date.

Hairstyling Start Dates: AM Hybrid starts may be offered to VA Students 100% on site.

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time.



Daytime Phase Descriptions

PHASE ONE: 306 HOURS
The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements.

PHASE TWO: 306 HOURS
This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor.

PHASE THREE: 306 HOURS
The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures.

PHASE FOUR: 282 HOURS
The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced techniques in the realm of cut, color, hair styling, and preparing students for the State Board written and practical competency exams. Students will continue to build their portfolio and prepare for a professional photo shoot to showcase their technical abilities.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the hairstyling program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Hairstylist include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- One-on-One Coaching

State Rules and Regulations- 30 hours

Colorado State laws & rules safety & sanitation requirements

Disinfection - 270 hours

Sanitation
Safe Work Practices

Shampooing/Conditioning- 60 hours

product analysis procedures / techniques
draping techniques for:
- wet / dry services
- chemical servicesselecting correct:
- shampoo / conditioner

Hair Styling- 210 Hours

Wet styling
finger waving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling thermal (marcel) irons
marcel wave
oven press curl
blow-dry styling

Hair Cutting- 240 Hours

implements techniques sectioning
scissors clippers razors
guest consultation

Hair Coloring- 240 hours

color theory classifications of hair
color product analysis corrective
coloring contemporary techniques one
dimensional multidimensional
foil placement enlighten & tone

Chemical Texture Services- 120 hours

product analysis
guest hair analysis
application techniques proper equipment
implements and materials
Permanent Restructuring history of
permanent waving
chemistry of solutions
pre-perm analysis
rod selection perming techniques
custom perm design / wrapping

Management- 30 hours

ethics
interpersonal skills
Personal / Career Development
time management goal-setting
team building communication
cover letter / resume writing interview
techniques
job requirements
employee benefits and wages

Program

Tuition: $21,000 | Kit: $2,750.00 (non-refundable) | Application: $50.00 | Registration: $150.00

Required for licensure: 1500 hours

The scheduled hours of instruction are as follows:
Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

Express your creativity in the field of beauty and wellness. Our Barbering program provides 1500 hours of extensive hands-on training combined with distance education designed to provide students with a thorough understanding of technical skills needed to be a Barber. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed Barber. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0402. Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.
$50.00 application fee is refundable prior to commencement of contracted start date.

Barber Hybrid Start Dates with 28% Distance Education: 3.29.27, 9.13.27
Colorado State Licensed Cosmetologists are eligible to transfer 1,410 hours into the Barber Hybrid program.

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice



PHASE ONE: 300 HOURS TOTAL

The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, skin care, facial hair removal, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements.

PHASE TWO: 300 HOURS TOTAL

This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor.

PHASE THREE: 300 HOURS TOTAL

The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures, students will also learn advanced skin care principles this phase.

PHASE FOUR: 300 HOURS TOTAL

The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced barbering techniques in the realm of cut, color, hair styling and shaving . Students will continue to build their portfolio and prepare for a professional photo shoot to showcase their technical abilities.

PHASE FIVE: 300 HOURS TOTAL

Hours and weeks for this phase will be determined by the amount of hours the Student needs to complete the required 1500 hours for state licensure.)

The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the Barber program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Barbering Program include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- One-on-One Coaching

Technology Required for Distance Education

- Apple or Android operating system
- Internet connection to run Pivot Point 2.0

Shaving – 90 hours
Head shaving
Beard and mustache trims
Modern razor styling
Clipper cutting
Hot towel shaves
Steam facials and Skin Care
histology
disorders
facials including:
• cleansing
• refinement
• treatment
• massage and facial massage
Plant Aromaology™
history of aromaology
therapeutic effects
custom testing and blending
psychology of aroma
methods of application
sensory journey and personal blendsTM

Chemical Texture Services - 240 hours
product analysis
guest hair analysis
application techniques
equipment, implements and materials
history of permanent waving
chemistry of solutions
pre-perm analysis
rod selection
perming techniques
custom perm design and wrapping

Treatment of Hair and Scalp - 60 hours
product analysis
procedures/techniques
chemical services
selecting correct shampoo/ conditioner
Scalp Analysis

Haircoloring - 240 hours
color theory
classifications of hair color
product analysis
corrective coloring
contemporary techniques
one dimensional
multidimensional
foil placement
enlighten & tone

Laws, Rules and Regulations - 30 hours
state laws and rules
safety and sanitation requirements
Management, Ethics, Interpersonal Skills

Haircutting - 270 hours
implements and techniques
sectioning
scissors
clippers
razors
guest consultation
Hairstyling - 270 hours
wet styling
fingerwaving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling
conventional thermal (marcel) irons
oven press curl
blow-dry styling

Facial Massage and Treatments - 90 hours
Skin Care
histology
disorders
Men's Facial Techniques
Grooming
Cleansing and after shave care

Salesmanship - 30 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
salon/spa visits
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices - 180 hours
Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Program

Tuition: $21,000 | Kit: $2,750.00 (non-refundable) | Application: $50.00 | Registration: $150.00

Required for licensure: 1500 hours

The scheduled hours of instruction are as follows:
Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

Express your creativity in the field of beauty and wellness. Our Barbering program provides 1500 hours of extensive hands-on training designed to provide students with a thorough understanding of technical skills needed to be a Barber. Upon completion, Students will be prepared for the Colorado State practical and theory examinations and will be ready to succeed as a licensed Barber. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0402. Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

$50.00 application fee is refundable prior to commencement of contracted start date.

Barber Start Dates: There are noo starts scheduled at this time

Colorado State Licensed Cosmetologists are eligible to transfer 1,410 hours into the Barber Hybrid program.

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time.



PHASE ONE: 306 HOURS TOTAL

The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, textured hair styling, skin care, facial hair removal, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements.

PHASE TWO: 306 HOURS TOTAL

This phase focuses on short hair cutting and barbering techniques while introducing advanced coloring techniques and chemical texture. Students will build upon techniques while gaining experience on the clinic floor.

PHASE THREE: 306 HOURS TOTAL

The focus is Texture and building strengths in practical applications. Business building, chemical texture services, cutting, coloring, styling, extensions and working effectively on all hair textures, students will also learn advanced skin care principles this phase.

PHASE FOUR: 306 HOURS TOTAL

The focus will be business with an emphasis on professionalism by preparing students for graduation and future career opportunities. Industry trends are explored by focusing on advanced barbering techniques in the realm of cut, color, hair styling and shaving . Students will continue to build their portfolio and prepare for a professional photo shoot to showcase their technical abilities.

PHASE FIVE: 276 HOURS TOTAL

(Hours and weeks for this phase will be determined by the amount of hours the Student needs to complete the required 1500 hours for state licensure.)

The focus is to prepare students for the State Board written and practical competency exams. Students will refine and perfect their technical skill through practical experience on the clinic floor.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the Barber program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Barbering Program include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- One-on-One Coaching

Shaving – 90 hours
Head shaving
Beard and mustache trims
Modern razor styling
Clipper cutting
Hot towel shaves
Steam facials and Skin Care
histology
disorders
facials including:
· cleansing
· refinement
· treatment
· massage and facial massage
Plant Aromaology™
history of aromaology
therapeutic effects
custom testing and blending
psychology of aroma
methods of application
sensory journey and personal blendsTM

Chemical Texture Services - 240 hours
product analysis
guest hair analysis
application techniques
equipment, implements and materials
history of permanent waving
chemistry of solutions
pre-perm analysis
rod selection
perming techniques
custom perm design and wrapping

Treatment of Hair and Scalp - 60 hours
product analysis
procedures/techniques
chemical services
selecting correct shampoo/ conditioner
Scalp Analysis

Haircoloring - 240 hours
color theory
classifications of hair color
product analysis
corrective coloring
contemporary techniques
one dimensional
multidimensional
foil placement
enlighten & tone

Laws, Rules and Regulations - 30 hours
state laws and rules
safety and sanitation requirements
Management, Ethics, Interpersonal Skills and

Haircutting - 270 hours
implements and techniques
sectioning
scissors
clippers
razors
guest consultation
Hairstyling - 270 hours
wet styling
fingerwaving
pin curl techniques
roller curls
comb out techniques
artistry in hair styling
thermal styling
conventional thermal (marcel) irons
oven press curl
blow-dry styling

Facial Massage and Treatments - 90 hours
Skin Care
histology
disorders
Men's Facial Techniques
Grooming
Cleansing and after shave care

Salesmanship - 30 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
salon/spa visits
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices - 180 hours
Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Program

Tuition: $12,000 | Kit: $1,800.00 (non-refundable) | Application: $50.00 | Registration: $150.00
Kit cost for starts after 1.31.25: $2,000.00
Required for licensure: 600 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday (Distance Education), Wednesday, Friday 8:00 am – 5:00 pm (30 minute lunch break)
Tuesday, Wednesday (Distance Education), Thursday, Saturday 8:00 am – 5:00 pm (30 minute lunch break)

Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

Prepare for an exciting future in skin care with Aveda Institute Denver. For more in-depth information on industry go to onetcodeconnector.org SOC Code 39-5094.00, CIP Code 12.0409. Our Esthiology curriculum provides 600 hours of skin care training with an emphasis on using pure flower and plant essences in treatments. Upon completion, you'll be be prepared to take the practical and theory examinations for The Colorado State Board of Cosmetology and be ready to succeed as a licensed esthetician. Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.
$50.00 application fee is refundable prior to commencement of contracted start date.

Esthiology Start Dates with 28% Distance Education: 2.1.27, 4.5.27, 6.7.27, 8.9.27, 10.11.27, 12.13.27

Evening Part Time Esthiology Start Dates with 28% Distance Education: 1.4.27, 3.29.27, 6.21.27, 9.13.27, 12.6.27

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice



Daytime Phase Descriptions

PHASE ONE: 306 HOURS

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

PHASE TWO: 294 HOURSThis phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program.

Evening Phase Descriptions

PHASE ONE- 300 hours

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

PHASE TWO- 300 hours

This phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program.

For more information about our graduation rates, the median debt of students who completed the program, and other important information please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

The following topics will be taught in great depth and detail to give you a deep knowledge of esthiology to build a professional career.

Physical and Safety Demands for the Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Online Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- Online/Distance Education
- One-on-One Coaching

Technology Required for Distance Education

- Apple or Android operating system
- Internet connection to run Pivot Point 2.0

Facial and Skin Care - 210 hours
Facial Massage
relaxation through massage
detoxification massage for lymphatic drainage
basic touch
facial massage
Treatments
Aveda product systems
facial treatments
full body waxing
methods of hair removal

Facial Makeup - 30 hours
color theory
contoured and natural application
lash application
subtle and dramatic application

Hair Removal - 90 hours
full body waxing
methods of hair removal

Laws, Rules and Regulations - 30 hours
state laws and rules
safety and sanitation requirements

Management, Ethics, Interpersonal Skills and Salesmanship - 30 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices - 210 hours
Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Program

Tuition: $12,000 | Kit: $1,800.00 (non-refundable) | Application: $50.00 | Registration: $150.00
Kit cost for starts after 1.31.25: $2,000.00
Required for licensure: 600 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday, Wednesday, Friday OR Tuesday, Wednesday, Thursday, Saturday 8:00 am - 5:00 pm: 34 hours per week, with 30 minute lunch breaks

Evening: Monday-Friday 5:30pm-10:30pm (25 hours per week)

Prepare for an exciting future in skin care with Aveda Institute Denver. For more in-depth information on industry go to onetcodeconnector.org SOC Code 39-5094.00, CIP Code 12.0409. Our Esthiology curriculum provides 600 hours of skin care training with an emphasis on using pure flower and plant essences in treatments. Upon completion, you'll be be prepared to take the practical and theory examinations for The Colorado State Board of Cosmetology and be ready to succeed as a licensed esthetician.

Each graduate will receive an Aveda Institute Denver diploma, transcript and a state record of completion.

$50.00 application fee is refundable prior to commencement of contracted start date.

Esthiology Start Dates with NO DISTANCE EDUCATION: AM Hybrid starts may be offered to VA Students 100% on site.

Evening Part Time Esthiology Start Dates: no starts scheduled at this time

Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time.



Daytime Phase Descriptions

PHASE ONE: 306 HOURS

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

PHASE TWO: 294 HOURS

This phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program.

Evening Phase Descriptions

PHASE ONE- 300 hours

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

PHASE TWO- 300 hours

This phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

The following topics will be taught in great depth and detail to give you a deep knowledge of esthiology to build a professional career.

Physical and Safety Demands for the Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- One-on-One Coaching

Facial and Skin Care - 210 hours

Facial Massage
relaxation through massage
detoxification massage for lymphatic drainage
basic touch
facial massage

Treatments
Aveda product systems
facial treatments
full body waxing
methods of hair removal

Facial Makeup - 30 hours
color theory
contoured and natural application
lash application
subtle and dramatic application

Hair Removal - 90 hours
full body waxing
methods of hair removal

Laws, Rules and Regulations - 30 hours
state laws and rules
safety and sanitation requirements

Management, Ethics, Interpersonal Skills and Salesmanship - 30 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
hair and make up shows
industry days
industry events
hair competitions
community involvement

Disinfection, Sanitation, and Safe Work Practices - 210 hours

Clinic Practice
refinement of techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Program

Tuition: $13,000 Kit: $2,000.00 (non-refundable) |
Application: $50.00 |Registration: $150.00

Required for licensure: 650 hours

The scheduled hours of instruction are as follows:
Monday, Tuesday (Distance Education), Wednesday, Friday 8:00 am – 5:00 pm (30 minute lunch break)

Tuesday, Wednesday (Distance Education), Thursday, Saturday 8:00 am – 5:00 pm (30 minute lunch break)

Part Time Evening: Monday, Tuesday, Wednesday, Thursday, 5:30pm- 10:00pm, Friday 3:30 pm-10:30 pm (Distance Education) 25 hours per week

Learn how to create wellness through the power of touch. A balanced study of anatomy, physiology, pathology, aromaologyTM, spa treatments and body movement techniques adds depth to the massage techniques you'll use to address the individual needs of your guests. For more in-depth information on industry go to onetcodeconnector.org SOC Code 31.9011.00, CIP Code 51.3501. Upon completion of the program (600 hours), you'll be prepared to take the MBlex exam and be ready to succeed as a licensed massage therapist.

Each graduate will receive an Aveda Institute Denver diploma, and transcript.

$50.00 application fee is refundable prior to commencement of contracted start date.

Massage Therapy Start Dates with 28% Distance Education:10.20.26, 3.9.27, 7.27.27, 12.14.27

Evening Massage Therapy Start Dates with 28% Distance Education: there are no starts scheduled at this time

State of Colorado requires 650 hours, Aveda Institute Denver Program is 650 hours to prepare Students for MBlex examination. *Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice*



PHASE ONE
300 HOURS

Discover the fundamentals of the art of Swedish massage, reflexology along with the latest in spa treatments, total wellness and body care. Study the sciences of anatomy, physiology and pathology and learn the ancient philosophy of Ayurveda. From classroom learning to hands-on- workshops you'll gain practical knowledge and experience. You'll also learn the proper safety and sanitation requirements In this phase.

PHASE TWO
350 HOURS

The Increase your knowledge of anatomy, physiology, pathology, deep tissue massage and other techniques as you gain practical experience. You will work in a clinical setting under the supervision of instructors, obtaining extensive hands-on experience. You will also learn to prepare for the workplace by developing your own plan of action for employment. Exploration of case studies rounds out your education as you prepare for your new career as a massage therapist. Upon successful completion of all phases, you will be prepared to take the required state registration exams and be ready to pursue a career.

For more information about our graduation rates, the median debt of students who completed the program, and other important information please visit our website at http://www.avedainstitutedenver.com/gainful-employment-disclosures/

Course Outline

Throughout the 650-hour program, you'll explore the following topics to provide you with an excellent foundation to build a successful career in massage therapy.

Physical and Safety Demands for the Massage Therapists include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Written Tests
  - Classroom Participation
  - Online Participation
  - Rubric Completion
  - Quota Work (must be 100% complete)
  - Written Exams
  - Practical Finals
  - Phase Projects

- Academics
  96%-100% High Honors
  88%-95% Satisfactory
  <88% Unsatisfactory
- Attendance
  88%-100% Satisfactory
  <88% Unsatisfactory

Instructional Methods:

- Lecture/Textbook learning
- Hands-On Training
- Group Study
- Audio/Visual
- Online/Distance Education
- One-on-One Coaching

Technology Required for Distance Education

- Apple or Android operating system
- Internet connection to run Pivot Point 2.0

Anatomy & Physiology - 240 hours
anatomical terms
cell, tissue and organs
muscular system
skeletal system
kinesiology
nervous system
endocrine system
blood
circulator system
immune system
respiratory system
digestive system

Pathology- 10 hours
guest health
history forms
contraindications
indications
skin condition
musculoskeletal conditions
nervous system conditions
respiratory conditions
case studies

Hydrotherapy and Spa Treatment - 20 hours
effects of hydrotherapy
indications
contraindications

Massage Theory - 130 hours
history
principles of massage
body mechanics
modalities
equipment
professionalism
ethics
boundaries
proper draping techniques
mind body connection
sense of touch
breathing
ayurveda
elemental nature™

Massage Techniques- 40 hours
swedish
deep tissue
introduction:
reflexology
trigger points
lymphatic massage
polarity
energy balancing
acupressure

Clinic Practice- 250 hours
refinement of massage techniques
clinic set-up
sanitation
time management
the spa experience
retail
guest relations
aveda rituals

Personal/Career Development- 10 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
Small Business Development Center

Program

Tuition: $13,000 Kit: $2,000.00 (non-refundable) |
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The scheduled hours of instruction are as follows:
Part Time Monday-Friday 5:30pm-10:30pm (25 hours per week)

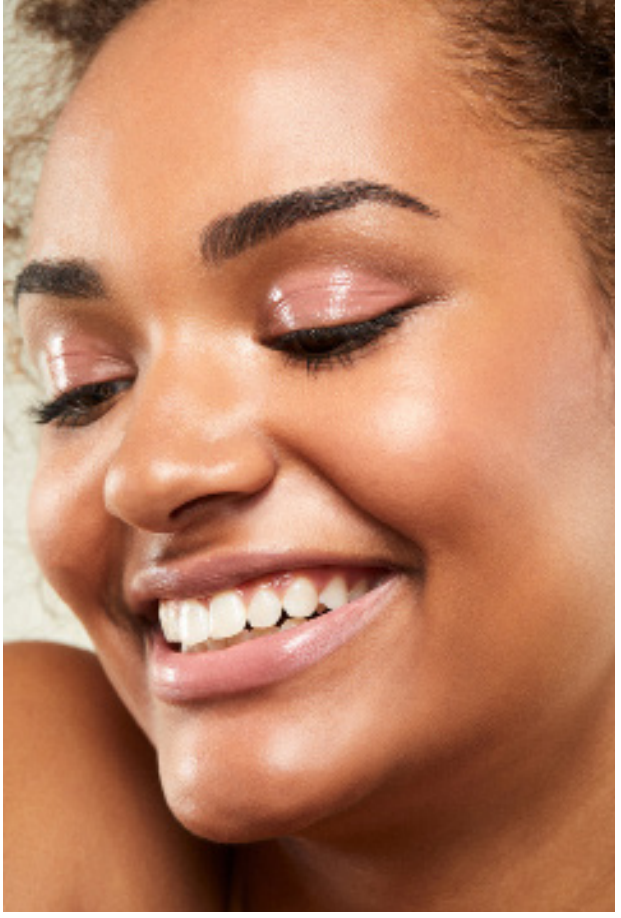
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Each graduate will receive an Aveda Institute Denver diploma, and transcript.

$50.00 application fee is refundable prior to commencement of contracted start date.

Massage Therapy Start Dates: AM Hybrid starts may be offered to VA Students 100% on site.

State of Colorado requires 650 hours, Aveda Institute Denver Program is 650 hours to prepare Students for MBlex examination. *Hours/Weeks of each phase may vary depending on the hours needed to complete the program. Hours may also vary based on holidays and missed time. The offering of Distance Education and order of phases may change at any time and without notice.*



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PHASE TWO: 350 HOURS
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time management
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retail
guest relations
aveda rituals

Personal/Career Development- 10 hours
time management
goal-setting
team building
communication
cover letter/resume writing
interview techniques
job requirements
employee benefits and wages
Small Business Development Center

Our Points of Difference

CURRICULUM Aveda Institute programs embody a balanced view of beauty that encompasses nutrition, body care, health and wellness. Our exclusive curriculum sets the trend within the beauty and wellness industry-worldwide.

BEAUTY IS AS BEAUTY DOES An Aveda Institute education teaches how to become environmentally responsible by giving you the tools to minimize your global footprint, thus creating a greener planet. Aveda is also one of the largest purchasers of organic ingredients working with indigenous peoples and farmers all over the world. Aveda is VEGAN, now and forever.

LIFESTYLE CAREER Aveda Institute offers a large network of global job opportunities. As an Aveda Institute graduate, students have access to our worldwide network of thousands of salons and spas in 42 countries.

GLOBAL RECOGNITION Aveda is synonymous with innovation and excellence. Once you have completed your education, your diploma will have international brand name recognition.

PRACTICAL EXPERIENCE At Aveda Institute, students receive practical hands-on experience with a diverse clientele. This allows students the opportunity to work with many different skin, hair, body and personality types while perfecting their skills. Our locations offer great exposure to potential guests that work, live or visit the area.

WELLNESS From Aroma Confirmation to Rituals of Renewal, we teach our students to individually pamper our guests to increase retention and offer a unique point of difference.

CONNECT AVEDA Retailing accounts for a large portion of income in a salon/spa. Our students learn retail skills through educating guests on products and services and home care. By doing so, you will be able to retail more effectively and successfully.

LIVE THE MISSION Aveda Institute utilizes Aveda's plant-based products in educational and merchandising programs. Our brand has always been rooted in environmental sustainability.

CONTINUING EDUCATION Learning never ends! As a student, you'll have the opportunity to study abroad in locations like London, Madrid, India and Tokyo. Our Master Series workshops and community events take your education to the next level. *Additional fees apply. Continuing education classes are not accredited.

PROFESSIONAL CONNECTIONS Aveda is a fast growing worldwide salon network and a successful salon business model in the industry. You're part of the family from the first day of school through continued education and employment.

Vision

Connecting beauty, environment, well-being

Beliefs

1. We believe in treating ourselves, each other, and the planet with care and respect.
2. We believe social responsibility is our responsibility.
3. We believe ecological and profit goals are mutually achievable.
4. We believe our authenticity and experience are our points of difference.
5. We believe in inspiring and educating people to integrate wellness and beauty in their lives.
6. We believe in the power of oneness: from our global image to a focused network.
7. We believe learning never ends.
8. We believe in encouraging innovation and empowered decision-making.
9. We believe our actions, products and services should always embody excellence.
10. We believe personal and organizational balance is the key to sustainable success.
11. We believe true leadership is delivered with passion and by example.



"Environmental responsibility means adopting business strategies and activities that meet the needs of the enterprise today while protecting, sustaining and enhancing the human and natural resources that will be needed in the future"

As we look back over the past 10 to 15 years, we think it's clear that we have come a long way from the time when business thought that environmental measures were simply a cost. Most now recognize that there are many financial, economic, and environmental benefits to cutting waste and pollution. We have seen a growing awareness that responsible corporate environmental stewardship is also smart business practice. The corporate landscape is filled with examples of positive environmental action yielding positive results on the bottom line.

We believe companies that take advantage of environmental opportunities can gain a competitive advantage over their peers through cost reductions, quality improvements, increased profitability, and access to new and growing markets. Sustainable development is good business in itself. It creates opportunities for suppliers, developers of environmentally safer materials and processes, firms that invest in eco-efficiency, and those that engage themselves in social well-being. We strongly believe these companies will have a competitive advantage. They will earn their local economy's goodwill and see their efforts reflected in the bottom line.

Over the last decade, we have seen many polls confirming the importance of the environment to Americans.

Only an irresponsible company would dismiss this trend as a passing fad or fail to recognize the need to integrate environmental considerations into every aspect of its business. Environmental excellence has to become part of strategic thinking. It is in our best economic interests to do so. In fact, whenever we are forced to change, we often find opportunities.

A new study by Winslow Management Company adds to the evidence that companies that are good to the environment are also good to their shareholders, partners, and clients. And in our case students.

So as we face the next generation of environmental challenges, we must do so together. We must engage the many minds and listen to the many voices that share our determination to discover the best solutions to our complex problems. Our business practices impact the environment in several ways. We therefore will seek to conduct our business in a manner that protects and sustains the environment.

We look forward to exploring ways that we can work with Aveda to advance toward our common goals. We want a partnership with someone who shares our same goals and values.

Our institute will be committed to the conservation, sustainable use and enhancement of the local, and global environment for the present and for the future. We will meet our commitment through leadership by example in education, environmentally responsible practices and through equitable and participatory partnerships. Aveda Institute is committed to environmental responsibility in the areas of the natural environment; development, design and management of the built environment, and resource conservation.

Education must strive to honor systems which encourage a public vision of inclusive human societies dedicated to enhancing the social, intellectual and spiritual growth of all people.

It should encourage the celebration, unity and diversity of life, and recognize the need to maintain a balance between the human uses of natural wealth and the regenerative limits of the earth's ecosystem for the benefit of present and future generations.

Cosmetology educational institutions have a pivotal role in the promotion of environmentally sustainable management, i.e. management which is appropriate to the cultural and historical context of the society where it takes place, and where economic and social objectives are achieved within the limits of ecological systems.

The commitment to environmental sustainability is an ethical commitment. Education for sustainability therefore requires academic staff to consider promoting it where appropriate in their teaching.

Sustainability should be practiced by every member of academic and general staff in each of the areas for which they have responsibility.

The development and operation of Aveda Institute must allow for a clean, safe and healthy environment for members of Aveda Institute and community. This will be achieved through the avoidance, remediation or mitigation of any adverse effects of Aveda Institute's activities upon the natural and built environment and the local community.

Aveda Institute will enhance amenity and asthetic values at Aveda Institute. This will include efforts to:

- Ensure that buildings are designed to incorporate and enhance the use of open and green space;
- Encourage the use of environmentally responsible transportation and provide facilities for that use; (light rail)

Aveda Institute will minimize waste and other pollution discharges from Institute facilities. This will include efforts to:

- Establish environmentally responsible and appropriate purchasing practice;
- Promote the efficient use of Institute classrooms, clinic floor, equipment, resources, materials and utilities;
- Undertake a comprehensive waste management program to reduce the quantities of waste being generated and, where possible, reuse or recycle wastes which are still produced;
- Energy provider will conduct an audit of facility's energy use
- Use equipment with energy saving features
- Use compact fluorescents
- Insulate pipes and water heaters
- Install lighting controls with occupancy sensors
- Ensure all wastes are properly managed and handled, particularly hazardous materials.
- Integrate environmental considerations into our business planning and decision making processes.
- Comply with all applicable legal and regulatory requirements and, to the extent we determine it appropriate, adopt more stringent standards for the protection of our employees, students, and the community which we live in.
- Provide regular communications to, and training for, employees and students to heighten awareness of, and pride in, environmental issues.

In closing, without the active involvement at the corporate level it would be difficult to implement sustainable business practices. As, Horst Rechelbacher stated, "We are committed to working for these ends by expressing our values and serving as agents of change in our workplaces, with our families and friends, and in our communities. We believe that the microscopic actions of single individuals have the power to change the course of human civilization. We aim to help steer society in a more sustainable direction for our benefit and the benefit of generations to come".

We are excited for you to begin a partnership with a corporate culture that has the same values, beliefs, and philosophies as we do. We look forward to developing an Aveda Institute Denver and bringing our values and beliefs to help our environment.

Student Services

Career Placement

Students enrolling at the Aveda Institute are provided education appropriate to license in the state of enrollment. Aveda Insititute does not guarantee acceptance or transfer of hours earned to another state or Institution. The Aveda Institute offers employment support through industry days, resume and self-promotion techniques. While we offer assistance in job placement, Aveda Institute does NOT guarantee job placement.

Academic and Individual Advising

The Aveda Institute provides academic advising to all Students. We will help you with tutoring, should you experience challenges in meeting the minimum performance standards and course requirements as set by Aveda Institute and the state board. If you experience personal challenges, the Aveda Institute encourages Students to contact Student Services for a list of local crisis hotlines, which provide personal counseling referrals to a network of professionals.

Student Activities

While at Aveda Institute, you will be exposed to a variety of event opportunities including monthly workshops, Master Series guest speakers, community events, hair and makeup shows, industry days, salon and spa visits, industry competitions, photo shoots and more. All event opportunities are posted on the communication board.

Alumni

Student records are maintained at Aveda Institute. Current Students may review their file upon request to Student Care – file will include enrollment documents. Attendance and grades are posted weekly. Transcripts are available to former Students and Alumni. Students may request Transcripts, by completing a request. For more information contact Administrative Services at info@avedadenver.com.

Transcript/Diploma/Certificate Financial Hold Exemption Policy

A. Purpose
This policy is in response to Colorado HB22-1049.

B. Scope
This policy applies to all current and former students, excluding foreign students as defined in C.R.S. 23-1-113.5., who have an outstanding debt for tuition or other financial aid funds owed to the school and request a transcript or certificate. This policy also describes when a student may be subject to a registration hold.

C. Policy
1. Individuals may be subject to a transcript or certificate hold when such individual owes certain debts to the School for tuition or financial aid funds. Individuals will be subject to such a hold when an unsuccessful arranged payment plan is not upheld for 6 months. An individual is subject to such a hold, their transcripts or certificates will not be released unless an exemption applies as outlined in section 2 of this policy.

1. Exemptions are granted for individuals who can demonstrate that the transcript/diploma/certificate request is required for one of the following reasons:
   1. Job application
   2. Transferring to another postsecondary institution
   3. Applying for state, federal, or institutional financial aid
   4. Pursuit of opportunities in the military or national guard
   5. Pursuit of other postsecondary opportunities

2. Process and Procedure for Exemptions: Upon submission of a transcript/certificate request and documentation to verify an exemption, the School will review the request and make a determination regarding whether or not an exemption exists, as outlined in section 2, above. If it is determined that the individual has a valid exemption, the School will release the requested transcript/certificate. If the School determines that the individual does not meet the exemption criteria, the School will provide a written explanation of the denial of the request within seven business days.

3. Individuals have the option to establish a payment plan for an outstanding debt. An individual who wishes to establish a payment plan for a debt owed to the School should contact: Student Care at info@avedadenver.com or 303.567.7500.

4. Complaints pertaining to HB22-1049 may be submitted to the Colorado Student Loan Ombudsperson via email to CSLSA@coag.gov.

Veteran's Affairs

Aveda Institute will inquire about each veteran's previous education and training, and require transcripts from all prior institutions, including military training, traditional college coursework and vocational training. Previous transcripts will be evaluated and credit will be granted, as appropriate. VA beneficiaries cannot be extended past their original contract date and GI Bill® funding will not cover any additional hours. VA beneficiaries may only enroll in in person courses, online training cannot be paid for by VA education benefits.

Veteran's Affairs Leave of Absence/Re-admission Policy'

If a veteran has been enrolled and attended Aveda Institute, and is deployed, the Student will be placed on an administrative leave of absence or withdrawn as appropriate. If the Student will be returning in 180 days or less, the Student will be placed on an administrative leave of absence. If the Student will be returning after more than 180 days, the Student will be withdrawn in accordance with required refund policies and funds may be returned as required by law. Upon their return the veteran will be re-admitted with no additional registration fee, and tuition assessed according to the amount of hours remaining in the program. The applicable funds will be requested and reinstated upon their return.

Veteran's Administration Satisfactory Progress and Advising Policy

In addition to the Satisfactory Academic Progress Policy stated elsewhere in this catalog, all students enrolled receiving Veterans Administration Benefits will also be subject to this stricter policy.
All VA students enrolled in the Esthiology and Massage programs will be evaluated for satisfactory academic progress and advised two times during their program (300 and 500 scheduled hours). Aveda Institute's normal SAP policy evaluation points will apply to students enrolled in other programs. If any VA student fails to meet the minimum cumulative academic and attendance requirements they will be notified in writing. A record of this will be documented in the student's file. If the student does not meet the required cumulative attendance and academic requirements the VA will be promptly notified which may result in the termination of VA Benefits. Further, this may result in a student debt with the VA.

Payment Options

Sources of financial asssistance include:
Monthly Payment Plans
Pay in Full
Private Loans
Federal Student Aid
Veterans Affairs

Forms of Payment Include:
checks, cash, credit card or money order

In-House Financing: Automatic withdrawal is accepted for monthly payment plans. A 3% fee will be added to all credit or debit card transactions. EChecks do not have an associated fee. A $25 late fee/insufficient fund fee will be assessed to any declined or returned payment. Returned ECheck payments will result in loss of eligibility for the ECheck payment method.

Continuing Education Credit

Aveda Institute offers a continuing education credit on tuition and registration for Students that enroll in a second program. To be eligible, Students must enroll into the second program no more than one year from the first completion date. ($1,000 for Cosmetology and $500 for all Esthiology, Massage Therapy and Barber programs)". Students enrolling in Massage Therapy and Esthiology programs to become dual licensed qualify for a $3000 continuing education credit. The Student must enroll in both Massage Therapy and Esthiology immediately following graduation of the first course to qualify for the credit

Graduation and Licensing Requirements

Exit Planning and Surveys

Administrative Services will meet with graduating classes prior to graduation to review requirements for graduation of the program and financial plan (if applicable). A Graduate Survey will be sent upon completion of the program.

Graduation Requirements

In order to graduate from the program/course of instruction, the Student must:

a complete contracted program hours
b complete course requirements
c make satisfactory payment arrangement for any debt owed the school

Licensing Requirements

For all programs, a Student is required to:

a complete the hours in the course of instruction.
b. Once completed, to license in this state, Student must successfully complete the state law examination conducted by the state board"

Refund Policy

Applies to all terminations for any reason, by either party, including student decisions, course or program cancellation, or school closure. Students not accepted to participate in the Aveda Institute Denver's program are entitled to a refund of all monies paid. Students who cancel this contract by notifying the school within three (3) days of contract signing are entitled to a full refund of all tuition and fees paid. This policy applies only if student has not commenced training. Students who withdraw after three (3) days of contract signing, only if the student has started training, are entitled to a full refund of all tuition and fees paid except the $150 cancellation charge or 25% of the contract price, whichever is less. In the case of Students withdrawing after commencement of classes, the school will retain a percentage of tuition fees, based on the table, in addition to the $150 cancellation charge. The amount of any refund is based on scheduled days as the last day of attendance as outlined in the Refund Table.





Refund Table	
% of the clock hours attempted:	Tuition Refund Amount:
Within first 10% of program	90%, less $150 cancellation charge
After 10% but within first 25% of program	75%, less $150 cancellation charge
After 25% but within first 50% of program	50%, less $150 cancellation charge
After 50% but within first 75% of program	25%, less $150 cancellation charge
After 75% (if paid in full, cancellation charge is not applicable)	No Refund

1. Any Students who withdraws or is terminated prior to course completion are also charged the cancellation charge or fee referred to in the table below. Other charges the Student may have incurred at the institution, such as Student kit, products, are non-refundable and will be calculated and paid by such Student separately at the time of withdrawal or termination.
2. Aveda Institute will make all refunds within 30 days from the date of determination, whether officially or unofficially. The official date of termination or withdrawal of a Student shall be determined in the following manner:
   i The date on which the school receives notice of the Student's intention to discontinue the training program; or the cancellation date, determined by the postmark on written notification, or the date said information is delivered to school in person; or
   ii The date on which the Student violates published school policy, which provides for termination.
   iii Should a Student fail to return from an excused leave of absence, the effective date of termination for a Student on an extended leave of absence or a leave of absence is the earlier of the date the school determines the Student is not returning or the scheduled date of return from the leave of absence.
   iv Should a Student fail to attend school for 14 consecutive calendar days, the school will terminate the Student's attendance. The last day of attendance will be the date of determination.
   vi Attendance is monitored every 30 days.
3. The policy for granting credit for previous training shall not impact the refund policy.
4. 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. Any settlement made will be determined on a case by case situation by a board made up of the Owner, Director and the Student Services department, these settlements are private and not to be shared with anyone but the parties involved.
5. School Closure/ Course Cancelation
   ii. if school closes permanently and ceases to offer instruction after students have enrolled and instruction has begun, school will notify student individually and perform a pro-rata refund of tuition.
   ii. If a course or program is canceled subsequent to a student's enrollment and before instruction has begun, the school shall provide a full refund of all monies paid.
   iii. If a course or program is canceled and the Aveda Institute ceases to offer instruction after the student has 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.
6. Refunds are calculated from the official date of termination or withdrawal and calculated in the period of time designated on the current agreement executed with the Student.

Postponement of starting date

Whether at the request of the school or the Students, postponing your start date requires a written agreement signed by the student and the school. The agreement must set forth; (a) whether the postponement is for the convenience of the school or student; (b) a deadline for the new start date, beyond which the start date will not be postponed,
If the course is not commenced, or the Student fails to attend by the new start date set forth in the agreement, the Students will be entitled to an appropriate refund of prepaid tuition and fees within 30 days of the deadline of the new start date set forth in the agreement, determined in accordance with the school's refund policy and all applicable laws and rules concerning the Private Occupational Education Act of 1981.

Satisfactory Academic Progress Policy

The Satisfactory Academic Progress Policy is consistently applied to all students enrolled at the Aveda Institute Denver. It is printed in the catalog to ensure that all students receive acopy prior to enrollment. The policy complies with the guidelines established by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and the federal regulations established by the United States Department of Education. The academic year is defined as 900 hours in a 27 week period.

Evaluation Periods

Students are evaluated for Satisfactory Academic Progress as follows:

- Cosmetology450 (14 wks), 900 (27 wks), 1200 (36 wks)scheduled hours
- Hairstyling 450 (14 wks), 900 (27wks) scheduled hours
- Esthiology 300 (9 wks) scheduled hours
- PM Cosmetology/Barber 450 (18 wks), 900 (36 wks), 1200 (48 wks)scheduled hours
- Hairstyling 450 (18 wks), 900 (36wks) scheduled hours
- PM Esthiology/Massage Therapy 300 (12 wks) scheduled hours
- Cosmetology Hybrid 450 (14 wks), 900 (27 wks), 1200 (36 wks)scheduled hours
- Hairstyling Hybrid 450 (14 wks), 900 (27wks) scheduled hours
- Esthiology Hybrid 300 (9 wks) scheduled hours
- PM Cosmetology Hybrid/Hybrid Barber 450 (18 wks), 900 (36 wks), 1200 (48 wks)scheduled hours
- Hairstyling Hybrid 450 (18 wks), 900 (36wks) scheduled hours
- PM Esthiology Hybrid/Massage Therapy Hybrid 300 (12 wks) scheduled hours
- Transfer Students- Midpoint of the contracted hours or the established evaluation periods, whichever comes first.

Evaluations will determine if the student has met the minimum requirements for satisfactory academic progress. The frequency of evaluations ensures that students have had at least one evaluation by midpoint in the course. Progress records are maintained by institution and furnished to students at each evaluation period.

Attendance Progress Evaluations (Quantitative) Pace

Students are required to attend a minimum of 88% of the hours possible based on the applicable attendance schedule in order to be considered maintaining satisfactory attendance progress. Evaluations are conducted at the end of each evaluation period to determine if the student has met the minimum requirements. The attendance percentage is determined by dividing the total hours accrued by the total number of hours scheduled. At the end of each evaluation period, the school will determine if the student has maintained at least 88% cumulative attendance since the beginning of the course which indicates that, given the same attendance rate, the student will graduate within the maximum time frame allowed. Standard rounding rules apply. E.g. 66.5.% is rounded up to 67%

96%-100% High Honors
88%-95% Satisfactory
<88% Unsatisfactory

Academic Progress Evaluations

The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and a minimum number of practical experiences. Academic learning is evaluated cumulatively. Practical assignments are evaluated as completed and counted toward course completion. At least two comprehensive practical skills evaluations will be conducted during the course of study. Practical skills are evaluated according to text procedures and set forth in practical skills evaluation criteria adopted by the school. Students must maintain a written grade average of 88%. Numerical grades are considered according to the following scale:

96%-100% High Honors
88%-95% Satisfactory
<88% Unsatisfactory

Maximum Time Frame

The maximum time (which does not exceed 114% of the course length) allowed for students to complete each course at satisfactory academic progress is stated below:

Maximum Time Allowed

Course	*Days/Weeks*
Cosmetology/Cosmetology Hybrid- 1710 clock hours	208 days/52 weeks
Hairstyling/Hairstyling Hybrid- 1368 clock hours	152 Days/38 weeks
Esthiology/Esthiology Hybrid - 684 clock hours	83 Days/21 weeks
PM Massage Therapy/PM Massage Therapy Hybrid- 741 clock hours	130 Days/30 weeks
PM Esthiology/PM Esthiology Hybrid- 684 clock hours	140 days/28 weeks
PM Cosmetology/PM Cosmetology Hybrid- 1710 clock hours	343 days/69 weeks
PM Barber/PM Barber Hybrid- 1710 clock hours	343 days/69 weeks

The maximum time allowed for transfer students who need less than the full course requirements will be determined based on 88% of the scheduled contracted hours. Students exceeding Max Time Frame will be terminated from the program and will be permitted to apply for re-enrollment on a cash-pay basis.

Determination Of Progress Status

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory academic progress until the next scheduled evaluation. Students will be notified of their Satisfactory Academic Progress Determination at the time of each of the evaluations. Students deemed not maintaining Satisfactory Academic Progress may have their Title IV Funding interrupted, unless the student is on warning or has prevailed upon appeal resulting in a status of probation.

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. The student may continue to receive Title IV aid for one payment period during the warning period without an appeal. If at the end of the warning period, the student has still not met both the attendance and academic requirements, they will be placed on probation and, if applicable, students will be deemed ineligible to receive Title IV funds and VA Educational Benefits

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, they will be determined as NOT making satisfactory academic progress and, if applicable, students will not be deemed eligible to receive Title IV funds and VA educational benefits.

Re-Establishment Of Satisfactory Academic Progress

Students may re-establish satisfactory academic progress and Title IV Aid and VA funding, as applicable, by meeting minimum attendance and academic requirements by the end of the warning or 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. Students who withdraw prior to completion of the course and wish to re-enroll will return in the same satisfactory academic progress status as at the time of withdrawal.

Appeal Procedure

If a student is determined to not be making satisfactory academic progress, the student may appeal the determination within 10 calendar 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. Appeal documents will be reviewed within 10 days of submission. The student will be notified of the plan of action within 5 days of the determination. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable. Results of the appeal will be documented in the Student's file.

Noncredit And Remedial Courses

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

Transfer Hours

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

Leave of Absence (LOA) Policy

If a Student desires to take a leave of absence from his/her studies, then the following policy will be in effect:

1. The request must be made in advance of the leave. The Student provides requested documentation to Student Services and the Director and will be reviewed on an individual basis.
2. The request must be made in writing and the reason(s) for the leave must be specified. Medical, administative, financial, and personal reasons for LOA requests will be considered.
3. The leave request must contain the Student's signature.
4. The leave of absence does not exceed, together with any additional LOAs previously granted, 180 calendar days in a 12-month period.
5. In the event the Student cannot make the request in advance (i.e., due to a car accident or other unforeseen circumstance), then the Institute may still allow a leave. The beginning of the leave will be determined as the first date the Student was unable to attend the institution because of the accident and an end date will be noted that will not exceed the 180 day maximum. The Institute will document the reason(s) for its decision and collect the request from the Student at a later date.
6. There must be a reasonable expectation that the Student will return from the LOA.
7. The Student shall not owe any additional fees during any approved leave of absence and will not be granted any additional financial aid assistance as a result of any extension of the term of this contract as a result of any approved leave of absence.
8. If enrollment is temporarily interrupted for a leave of absence, the Student will return to class in the same progress status as prior to the leave of absence.
9. Hours elapsed during a leave of absence will extend the Student's contract period and maximum time frame by the same number of calendar days taken in the leave of absence and will not be included in the Student's cumulative attendance percentage calculation. Changes to the contract period on the Enrollment Agreement must be initialed by all parties or an addendum must be signed and dated by all parties.
10. A leave of absence will be granted at the discretion of the administrative board. Students who withdraw prior to the completion of the course and wish to re-enroll will return in the same satisfactory academic progress status as the time of withdrawal.
11. A Student granted an LOA that meets these criteria is not considered withdrawn, and no refund calculation is required at that time;
12. If the Student fails to return from the approved LOA, or takes an unappproved LOA, the student will be withdrawn. The withdrawal date for the purpose of calculating a refund is always the Student's last date of attendance.
13. If an enrolled Veteran deploys, they will be placed on an administrative Leave of Absence (please see Veteran's Affairs Leave of Absence/Re-Admission Policy)

Access to Records/Transcript Request

Student records are maintained at Aveda Institutes. Current Students may review their file upon request to Student Care – file will include enrollment documents. Attendance and grades are posted weekly. Transcripts are available to former Students and Alumni. Students may request Transcripts, by completing a request. For more information contact Administrative Services (info@avedadenver.com). Additionally, Aveda Institute will follow the Transcript/Diploma/Certificate Financial Hold Exemption Policy to release records.

Family Education Rights and Privacy Act (FERPA)

Students and Parents/Guardians of dependent minor have a right to:

- inspect and review the student's education records to ensure they are not inaccurate, misleading or otherwise in violation of the Student's privacy or other rights;
- request the amendment of the Student's education records;
- consent to the disclosure of personally identifiable information contained in the Student's education records, except for the information the regulations in this act authorize disclosure without consent, including disclosure to the school's accreditation agency;
- file a complaint with the Department of Education under section 99.64 concerning alleged failure by the school to comply with the requirements of the FERPA; and
- obtain a copy of the policy.

Aveda Institute will disclose information from a Student's education records only with the written consent of the Student or parent/ guardian of dependent minor, except:

1. To school officials who have a legitimate educational interest in th e records.
2. To officials of another school, upon request, in which a student seeks or intends to enroll.
3. To certain officials of the U.S. Department of Education, and state and local educational authorities, in connection with certain state or federally supported education programs.
4. In connection with a Student's request for or receipt of financial aid, as necessary to determine the eligibility, amount or conditions of the financial aid, or to enforce the terms and conditions of the aid.
5. To accrediting organizations to carry out their functions.
6. To parents of an eligible student who claim the student as a dependent for income tax purposes.
7. To comply with a judicial order or a lawfully issued subpoena.
8. To appropriate parties in a health or safety emergency
9. The Aveda Institute Tucson also allows access to student's records to its accrediting body.

Students must allow reasonable time to assemble records. (No more than 45 days).

Title IV Policy

Verification Policy

1 All students selected for verification must provide to the Financial Aid Administrator the following information:
- Use the IRS Data Retrieval Tool within the FAFSA or
- Provide a copy of their IRS Tax Return Transcript
- Signed Verification Worksheet

Documentation must be received and verified before any aid is awarded. All documentation must be received within 14 days and no later than the start date the student wishes to be a part of. If a student is unable to provide the verification documents within the time frame, the student must meet with the Financial Aid Administrator to request an extension (an extension must be requested in writing from the student within 14 days as stated above.) For Pell Grant eligibility, the student must provide acceptable verification documentation no later than the date established each year by the Secretary of Education, or 120 days after the last date of the student's enrollment, whichever is earlier.

2 If a student fails to provide verification documentation within the guidelines set forth in paragraph 1 above, student financial aid will not be awarded or disbursed.

3 If the student's EFC changes as a result of verification and results in a change in the award, the student will be notified by mail or email.

4 If any of the student's information is found to be incorrect, the school will electronically process the correction, or notify the student to correct through his/her FAFSA)

5 Department of Education regulations (34 CFR 668.16(g)) require schools to refer to the Department's Office of Inspector General any credible information indicating that an applicant for Title IV aid may have engaged in fraud or other criminal misconduct in connection with his or her application. The school will report any suspected fraud to OIG at 1-800-MISUSED.

(2) Treatment of Title IV Aid When a Student Withdraws

The law specifies how schools must determine the amount of Title IV program assistance that you earn if you withdraw from school. The Title IV programs that are covered by this law, as they pertain to Aveda Institute are: Federal Pell Grants, Federal Direct Loans, PLUS Loans.

Title IV program funds will be returned in this order:

1. Unsubsidized Direct Loans (other than Direct PLUS Loans)
2. Subsidized Direct Loans
3. Direct PLUS Loans
4. Federal Pell Grants for which a return of Title IV funds is required
5 Iraq and Afghanistan Service Grants (IASG)

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

The amount of assistance that you have earned is determined on a pro rata basis based on the scheduled hours/credits as of your date of withdrawal. For example, if you were scheduled to complete 30% of your payment period at the time you withdrew, you earn 30% of the assistance you were originally scheduled to receive. If more than 60% of the scheduled hours of the payment period have passed at your date of withdrawal, you earn all the assistance that you were scheduled to receive for that period.

If you did not receive all of the funds that you earned, you may be due a post-withdrawal disbursement. A Post Withdrawal Disbursement must be made from available grant funds before available loan funds. If the post-withdrawal disbursement includes loan funds, the school must get your permission before it can disburse them. You may choose to decline some or all of the loan funds sothat you don't incur additional debt. The school may automatically apply all or a portion of your post-withdrawal disbursement (including loan funds, if you accept them) for tuition, fees and books/ supplies. For all other school charges, the school needs your permission to use the post-withdrawal disbursement. If you do not give your permission (which some schools ask for when you enroll), you will be offered the funds. However, it may be in your best interest to allow the school to keep the funds to reduce your debt at the school.

There are some Title IV funds that you were scheduled to receive that cannot be disbursed to you once you withdraw because of other eligibility requirements. For example, if you are a first-time, first-year undergraduate student and you have not completed the first 30 days of your program before you withdraw, you will not receive any FFEL or Direct Loan funds that you would have received had you remained enrolled past the 30th day. If you receive (or the school or parent receives on your behalf) excess Title IV program funds that must be returned, the school must return a portion of the excess equal to the lesser of:

1 Your institutional charges multiplied by the unearned percentage of your funds, or

2 The entire amount of excess funds

An R2T4 calculation may determine that both the school and student may need to return funds to the Title IV Federal Aid Program. If the R2T4 calculation determines an amount of Title IV aid is due from the student, the student must repay the overpayment unless the amount owed is less than $50.00.

If the school is not required to return all of the excess funds, you must return the remainingamount. Any loan funds that you must return, you(or your parent for a PLUS Loan) repay in accordance with the terms of the promissory note. That is, you make scheduled payments to the holder of the loan over a period of time.

Any amount of unearned grant funds that you must return is called an overpayment. The amount of a grant overpayment that you must repay is half of the grant funds you received or were scheduled to receive. You must make arrangements with the school or the Department of Education to return the unearned grant funds.

The requirements for Title IV program funds when you withdraw are separate from any refund policy that the school may have. Therefore, you may still owe funds to the school to cover unpaid institutional charges. The school may also charge you for any Title IV program funds that the school was required to return. A copy of the school's refund policy is contained in the School Catalog.

Withdrawal Procedure

The requirements and procedures for officially withdrawing from school are: If a student wishes to withdrawal from Aveda Institute they must first notify their educator via written or verbal notice. Secondly, the Student will need to provide a brief, written explanation of why they wish to discontinue their education to the Student Services Administrator. The date upon which the Student Services department receives the written notification will be the date of determination for withdrawal.

If a student is not in communication with the school during the absence, the date of determination will be the 14th consecutive calendar day of absence for the purpose of the R2T4 process. The R2T4 worksheet will consist of the last day of attendance and a determination date of the 14th day of absence for the purpose of beginning the calculation process. All funds owed to Department of Education will be processed and returned beginning on the 30th day of absence and no later than 45 days from the date of determination.

Post Withdrawal Disbursement (PWD)

1. A PWD is due when the amount of Title IV aid earned is greater than the amount of Title IV aid disbursed. The actual amount of the PWD is the difference between the amount of Title IV aid earned and the amount of Title IV aid disbursed.
2. If outstanding charges exist on the student's account, the school may credit the student's account with all or a portion of the PWD. However, if Title IV loan funds are used to credit the student's account the school must first notify the student/parent and provide the opportunity to cancel all or a portion of the loan.
3. Any amount of a PWD that is not credited to the student's account must be offered to the student within 30 days of the date of that the school determined that the student withdrew. The offer must be made in writing and will also notify the student that no PWD will be made if the student does not respond within 14 days of the date that the school sent the notification. The notification will also inform the student that they may accept or decline some or all of the PWD that is not credited to the student's account.
4. If the student responds within 14 days the PWD funds will be disbursed as soon as possible but no later than 180 days from the date that the school determined that the student withdrew.
5. If the student responds late, the school may choose to make the PWD at its own discretion depending on the circumstances. The student is reminded that the school has no obligation to make a PWD after the 14-day timeframe
6. Post withdrawal disbursements are applied to the student account first, and any resulting credit balance will be disbursed to the student as soon as possible and no later than 14 days from the date of disbursement.

To help you achieve excellence in our programs, we have established these guidelines to ensure fairness, understanding and positive work habits among our students.

Standards

Students are students in training to become future employees, managers or entrepreneurs in the industry and are held to a high professional standard to prepare for a career. Students are expected to maintain a professional appearance at all times.

- To maintain a productive learning environment for all Students, anyone who is disruptive in the classroom or on the clinic floor may be dismissed for the day and no hours will be earned for the time missed.
- Food, candy and gum are not allowed on the clinic floor at any times Students may be given permission to have small snacks during theory only (as permitted by the educator). Beverages in enclosed containers are allowed in the classrooms and on the clinic floor.
- Aveda Institute is a smoke-free facility. Smoking is not permitted in or around the building. Students that do smoke during breaks may not be in Aveda uniform.
- Personal phone calls are not accepted at any time in order to not disrupt the educational process. Students will be notified of any emergency calls.
- Cell phones are permitted for professional use only while in the building.

Student Services

All services or work done by Students must be assigned by, performed under the supervision of, and evaluated by an educator within the educational team of Aveda Institute. Students who refuse an assigned service, are not prepared to perform the service, or otherwise unavailable will be dismissed for the remainder of the day.

- Any additional product used for personal use or for use on models shall be charged a per product fee.

Bullying Policy

The Aveda Institute believes that all students have a right to a safe and healthy school environment. The school has an obligation to promote mutual respect, tolerance and acceptance. The Aveda Institute will not tolerate behavior that infringes on the safety of any student or deters from the learning environment. A student shall not intimidate, harass or bully another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period and any comments made on social media sites (i.e. facebook, twitter, email...etc.) Any student who engages in bullying may be subject to disciplinary action including termination.

Social Media Policy

This policy addresses the use of social media sites by Aveda Institute students, whether or not the use involves the wifi network or other computer resources. Social media includes, but is not limited to: texting, blogs and social media platforms such as Twitter, Facebook, LinkedIn, Instagram, Google+, YouTube, Flickr, and Yammer. Aveda Institute is aware that members of the Institute community may wish to express their personal ideas, thoughts, and opinions through their private social media accounts (not administered by the Institute). Nevertheless, students are expected to conduct themselves in a professional manner at all times. Aveda Institute reserves the right, under circumstances it deems appropriate and subject to applicable laws and regulations, to impose disciplinary measures. Such disciplinary measures include termination for students who use social media in violation of the guidelines in this policy, in ways that reflect poorly on theInstitute, or interferes with the education of other students and/or the operation of Aveda Institute. In appropriate cases, the conduct may also be reported to law enforcement authorities. In connection with the use of social media, the conduct listed below is prohibited:

- Using social media to harass, threaten, insult, defame or bully another person or entity.
- Making threats of injury to any student, customer, member of faculty or staff, officer or board member, including threats concerning their respective family members or personal property.
- Making comments that insult, disparage, disrespect or defame the Institute or members of the Institute community.
- Making discriminatory or harassing comments that violate federal or state law and/or would be prohibited by the College's anti-discrimination / anti-harassment policy and/or Title IX policy.
- Violating any intellectual property law, such as copyright, trademark, fair use and/or financial disclosure law.
- Posting copyrighted content (such as text, video, graphics or sound files) without permission from the holder of the copyright.
- Posting images or comments which are vulgar or obscene, or would otherwise violate any applicable law.
- Posting trademarked content (such as logos, names, brands, symbols and designs) without permission from the trademark owner. The "®" symbol indicates that the mark is federally registered and the owner has the exclusive right to use it. The "TM and SM" symbols indicate that the owner may have common-law rights, but the mark is not federally registered.
- Posting a person's photograph or video image of a student, faculty or staff member without obtaining their permission.

For any questions regarding this policy, contact the Campus Director.

Ethics

Stealing, cheating, defacing or damaging property will result in termination and require monetary restitution.

Assigned Areas

To ensure that each Student receives consistent and comprehensive instruction in the classroom and clinic floor, Students must remain in assigned areas or receive educator permission to be in unassigned areas.

Dress Code

Professional, black tops and bottoms, with 10% white* allowed. Students must arrive ready for the day in attire that is professional and appropriate for the industry standard of dress

Tops
Solid black professional tops -- stomachs, and lower backs must be covered.
Aveda branded shirts of any color are allowed.
White tops (or 30% white overall) will be allowed from May 1- September 30.

Bottoms
Solid black professional bottoms -- including black jeans in good repair.
Dresses and rompers must reach fingertips.
Athletic wear is not allowed.

Accessories
10% white is allowed and can be in pattern.
Colored accessories including jewelry, shoes, socks, scarves, ties, and belts are allowed Aveda and trendy hats are allowed.

Shoes
Shoes may be in color -- open heel is allowed.

Kits

Students will receive their kits within 7 days from the start of their program. Any kit items not available due to supply issues will be communicated to the student. Items may be replaced with comparable items as needed in the case of supply issues outside of the control of the Aveda Institutes. The student kit is considered proprietary to the institution. In accordance with U.S. Department of Education regulations, it is provided for educational use only and may not be returned, exchanged, or repurposed once issued. Kits are for educational purposes only; for students to perform services. To ensure the safety of students and others, students are advised to access only the items they have been trained to use in their educational environment. Student kits must be complete at all times. Any missing or damaged items must be replaced by the student within 24 hours. Aveda Institute is not responsible for lost or stolen items.

Tablet

Students are required to have a tablet for use in classroom and on clinic floor. The tablet needs to be compatible with Pivot Point 2.0 and run a Android or Apple operating system. Apple, Android, and Microsoft tablets are compatible. For a list of suggested tablets, please speak with the Admissions Team.

Personal Property

Students are responsible for their own personal property and are required to provide locks for their lockers and stations to secure their property in these locked areas. Cabbies may not lock and require removal of property at the end of each day. Aveda Institute is not responsible for lost or stolen items.

Student I.D

Students will be issued a name tag along with proof of enrollment letter during the first phase and must wear name tag at all times. If a nametag is lost or stolen a new one may be purchased from Student Services.

Environmental Commitment

Students are responsible for recycling properly while at Aveda Institute. Students are also required to use reusable containers for water and hot beverages such as coffee and tea. (Paper cups and plastic water bottles are not permitted).

To help prepare you for the workplace, Aveda Institute operates much like a professional salon and spa environment. Late arrivals, absences and other interruptions in your training have a significant affect on your achievement—just as they would if you were an employee in a salon, day spa or other professional environment. By law, we must keep track of your training hours for licensure or certification.

Distance Education Policy

Distance Education (DE) may be offered asynchronously as identified within each program's description. DE hours represent a portion of the program's total clock hours and will be reflected on student transcripts and other academic records. Distance Education may not be used for clinical instruction or practical application on live models. Students access DE through the Learning Management System using unique login credentials that verify student identity. Student participation is tracked through system-generated activity logs that document logins, session engagement, progression through assigned learning activities, and completion of curriculum requirements. Clock hours are awarded based on documented active participation and engagement and not solely upon assignment completion. Aveda Institute provides regular and substantive interaction between students and educators through direct instruction, assessment and feedback, responses to course-related questions, and facilitated discussions. Participation and academic engagement are documented through Pivot Point reporting, activity logs, rubrics, and other approved learning technologies. Distance Education hours cease accumulating during periods of inactivity and resume only when the student re-engages with assigned learning activities. The Institute utilizes activity tracking and reporting tools to validate actual participation and clock hours earned. Distance Education assessments are conducted on campus for content completed during Distance Education, and a comprehensive final assessment includes applicable Distance Education content. Students may not earn Distance Education hours while scheduled for or clocked into on-campus instruction, clinic floor activities, practical operations, assessments, or other campus-based educational activities. The Institute utilizes attendance and activity tracking measures to prevent the simultaneous awarding of Distance Education and on-campus clock hours, and any hours earned concurrently will not be accepted for academic credit. Academic achievement earned through Distance Education may not be accepted for reciprocity or licensure in all states. Students should verify requirements with the applicable licensing authority or contact the Student Care Department for additional information.

Aveda Institute delivers distance education through: Asynchronous Distance Education, defined as learning activities involving academic engagement in which students interact with technology that monitors and documents participation in curriculum-based educational activities. Aveda Institute utilizes Pivot Point LAB as its Learning Management System (LMS) to deliver asynchronous distance education. There is a learning path assigned to students enrolled in programs containing Distance Education. The educator's weekly newsletter confirms assignments. Scheduled class before Distance Education days dedicate time to reviewing DE assignments to ensure alignment. The class day that follows includes a recap of DE with time for Questions/ discussion. The LMS verifies student identity, records login activity, monitors student engagement, documents participation in assigned learning activities, and tracks actual instructional time based on active participation. Clock hours are awarded based upon documented engagement in curriculum activities rather than login time alone.

Academic and Attendance Policy
Students must maintain at least 88% cumulative academics and attendance. Students who do not achieve 88% cumulative attendance must make up hours. An attendance action plan may be established for any student below 88% attendance.

Participation
Students receive a weekly Participation Grade equal to weekly attendance percentage. Participation grades will not exceed 100%.

Tardy Policy
Cosmetology, Hairstyling, Esthiology, and Massage Therapy Students are considered tardy at 8:01am. If the Student arrives after 8:15am they will receive zero hours for the day and be sent home. PM Students are tardy at 5:31pm. If the Student arrives after 5:45pm they will sent home. Excessive tardies may result in termination from the program.

Makeup Hours
Students must maintain at least 88% cumulative attendance. Students may make up hours over the course of the program. Students may not make up hours to exceed 100% of the scheduled hours. Hours scheduled on Distance Education must be made up via Distance Education. Hours scheduled on campus must be made up on campus.

Missed or Failed Work
May be made up at a maximum score of 88%. Missed or failed work must be submitted by the reestablished due date.

Early Release
Students leaving early need to obtain approval from the phase educator and guest services (if on the clinic floor) prior to release. Time sheet will be updated upon approval.

Expected Absence
Students planning a future absence should complete an "Expected Absence" form and obtain approval from the phase educator and guest services (if on clinic floor) prior to the absence. Planned exams, assignments or class material can be completed prior to the absence for full credit.

Unexpected Absence
Students who miss class should contact the school attendance email at: denverretailteam@avedadenver.com before 8:15am/5:00pm for clinic floor rescheduling.

Time Keeping Guidelines
Attendance is recorded based on the time clock and sign-in-sheets. Students must sign in at the beginning of each day. Students must also sign in/out for all breaks and then sign out at the end of each day. Students are responsible for accurately signing in and out. Failure to sign in and out accurately or falsifying documents will result in termination. Any adjustments to the Student's time clock entries must be corrected within two weeks.

Temporary Closure
If the school is closed for an unscheduled day the Students may either make up the hours missed due to closure or contract will be extended the same number of days the school is closed (Closures may be due to weather- snow closure, natural disaster; structural problems- flooding, construction).

Complaint Procedure

1 Student should first discuss the challenge with their phase educator.
2 If the Student does not feel the phase educator resolved the challenge the next step is to schedule a meeting with the department team lead.
3 If the Student does not feel the team lead resolved the challenge the next step is to write a formal internal complaint to the director of education/director:
   a. A formal complaint must be completed by the Student and then given to the education director/ director for review.
4 The director will then review and respond to the complaint by scheduling a meeting within 30 days of receiving the complaint form.
5 The complaint will go the complaint review board:
   a Board consists of the following members:
      i Director
      ii Education Director
      ii Department Team Lead
      iv Educator
      v Student
6 Attempting to resolve any issue with the school first is strongly encouraged. Complaints may be filed by a student or guardian at any time online with the Division of Private Occupational Schools (DPOS) within two years from the student's last date of attendance or at any time prior to the commencement of training at http://highered.colorado.gov/dpos, 303-862-3001.
7 NACCAS at 3015 Colvin Street, Alexandria, VA 22314

Services to the Public

Services to the Public: Part of the Student Curriculum is delivering services to the public. Students will perform services on the public. Students are not employees and will not receive compensation for any aspect of their education, including when providing services in the school clinic to members of the public who pay a fee for services.

Suspension

Students who are suspended for minor violations have up to 30 days to provide the review board documentation that the stipulations have been met. Once the review board has agreed that the Student is prepared to comply with the professional standards of the school, the Student may return to school; however, a record of suspension will be recorded in the Student's permanent file. While a Student is suspended, no days may be earned and the contract graduation date is extended by the number of school days missed. If a Student on suspension fails to respond within 30 days, the Student is automatically terminated. During suspension, the Student is not allowed on the premises unless an appointment with administration has been first approved.

Minor Violations Policy

Minor violations include assigned area violations, property misuses, guest services violations, unprofessional behavior, and any disruptive or unsafe behavior determined by an educator or team member as interruptive or preventing the regular operation of the school or preventing the education of another Student. Anytime during the Student's program the violation of a minor standard may result in community service, suspension or termination from the program.

Major Violations Policy

Major violations include using controlled substances/ alcohol, defacing or destroying property, stealing, falsifying documents, committing fraud, abusing and/or causing physical harm to others, and violating local, state and federal laws. At anytime during a Student's program, the violation of a major violation will result in termination.

Termination Policy

For any policy violations the Institute can terminate the Student from the program, including but not limited to compliance with the Institute's rules and/ or policies, including Satisfactory Academic Progress, failure to return from Leave of Absence, code of conduct, and/or financial obligations. Students exceeding Maximum Time Frame will be terminated from the program and may have an opportunity to re-enroll on a cash pay basis.

Safety

All students are encouraged to take an active role in maintaining a safe environment. To avoid accidents and injuries, Students are required to take preventative measures by:

- using equipment properly;
- following manufacturer's directions when using chemicals and products;
- immediately wiping spills found on the floor;
- assisting elderly and disabled guests;
- keeping all aisles and areas around work stations free from personal items and debris; and
- immediately reporting building and equipment safety hazards to Administration personnel.

Safety Reports

For all minor or serious accidents, Security personnel must be called to the scene to gather the following information and submit a written report to the school's administration:

- name, address, phone number of the injured person;
- name of student(s) and educator working on the guest (if applicable);
- date and time of accident;
- description of how the accident happened; and
- name, address, phone number of other witnesses to the accident

Medical Emergencies and Accidents

It is the goal of the Aveda Institute to provide and maintain a safe and nonviolent academic and working environment. In an effort to consistently reach this goal, we have established the following procedures in the event that a student witnesses or becomes involved in an occurrence.

Emergency (medical)

Notify your Team Lead immediately, in case of a medical emergency such as:

- serious fall
- apparent heart attack
- unconsciousness
- chemical product; (spills in the eye or swallowing)
- violent acts, assault, or rape

The staff must provide the following information:

- nature of medical problem
- address of the building
- location of the person in the building
- notify the Administrative personnel of the location and nature of the accident
- stay with the injured person
- have someone meet the Emergency personnel
- keep the area clear of bystanders

Non-Emergency (medical)

All accidents must be reported to the Director. The Team Lead or personnel will attend to the injured guest or student and determine if professional medical attention is required. If there is any doubt, we recommend the injured person see a doctor.

Bomb Threat/Active Shooter

In case of a bomb threat at the Aveda Institute:

- immediately contact the Police or Administrative personnel;
- lock or barrocade doors. Only evacuate the building when directed by the Police or Administrative personnel; and
- remember in all situations to remain calm.

Fire Drills

From time to time, fire drills will be conducted to prepare for an emergency. Everyone must follow normal procedures in evacuating the building. Only Security personnel will give clearance to re-enter the building upon completion.

Fire

The Aveda Institute has an alarm monitored system that is directed to the Fire Department. Whenever a fire is detected, a continuous siren will sound.

In all cases when the fire alarm sounds, Students and staff must:

- instruct all guests to evacuate the building;
- assist the guests who need help evacuating;
- request assistance for disabled guests to evacuate down the stairs;
- evacuate the building immediately;
- re-enter the building only when the Fire Department or Security has given clearance.

Escape Route

Floor plans are posted throughout Aveda Institute. Each plan will show a direct escape route. Please familiarize yourself with the escape routes in designated student areas.

Severe Weather Warnings

Based on weather-service information the building management will make a decision on when to evacuate team members, students, and guests.

Building Security

The Aveda Institute provides building security for Students who may need assistance in case of an emergency. Please contact your educator for information on how to contact security.

Campus Security Policy

By October 1 of each year, every enrolled Student will receive a current campus security information form explaining the updated campus security policies, rules and regulations. A copy of this document and a crime log are kept in the Campus Director Office. Please see the latest report and policy, under health and safety using the link below:
https://avedainspiregreatness.com/about-us/consumer-information-2/

When calling 911, emergency personnel will automatically be dispatched. If the injured person wishes to be taken to a specific emergency room, a staff member must tell the emergency personnel when they arrive. Students must assist in documenting the incident and forwarding the paperwork to the administrative offices.

Drug Free School and Work Place

This institution embraces the spirit of the public law that requires schools to provide a drug-free campus and work place. The school will abide by the law as outlined in the accompanying policy. As part of our institutional philosophy, we are dedicated to the advancement and well being of the population we serve. As such, all Students and team members are encouraged to abstain from the use of illegal drugs and irresponsible use of alcohol.

Recent federal anti-drug laws could affect a number of areas in the lives of our students and team members. Students could lose eligibility for financial aid, or be denied other federal benefits such as Social Security, retirement, welfare, health, disability, and veterans benefits. The Department of Housing and Urban Development, which provides funds to states and communities for public housing, now has the authority to evict resident members of their household who are involved in drug-related crimes on or near the public housing premises. Businesses could lose federal contracts if the company does not promote a drug-free environment. Finally, a record of a felony conviction in a drug-related crime may prevent a person from entering certain careers.

Drugs and alcohol can be highly addictive to the body and can cause harmful effects to virtually every aspect of a person's life: i.e., relationships, family, job, school, physical and emotional health. People who use drugs and alcohol may lose their sense of responsibility, become restless, irritable, paranoid, depressed, inattentive, anxious or experience sexual indifference, loss of physical coordination and appetite, coma, convulsions or even death. Persons who use drugs and alcohol face not only health risks, but also their ability to function in their personal and professional lives can be impaired as well. Some examples of this are a hangover or feeling "burnt out"; being preoccupied with plans of the next drink or "high" or slowed reflexes that can be especially dangerous while driving. Alcohol-related driving deaths are the top killer of 15 to 24 years olds.

There are danger signals that could indicate when someone is in trouble with drugs or alcohol:

- abrupt changes in mood or attitude;
- continuing slump at work or school;
- continuing resistance to discipline at home or school;
- cannot get along with friends or family;
- unusual temper flare-ups;
- increased borrowing of money;
- heightened secrecy; and
- a complete new set of friends.

The school maintains drug and alcohol education information and a list of counseling and support services, which can be obtained from the Student Services Coordinator. We have also designated a contact person (Institute Director) who is available to listen to Students regarding drug and alcohol concerns. Issues discussed with the contact person will be kept confidential.

Substance Policy

To benefit from the training at Aveda Institute, Students must be mentally alert and have a sober state of mind. We strongly support the Drug-Free Communities Support Program which does not condone the use of controlled substances and intoxicants. Students using controlled substances or intoxicants or determined to be under the influence of illegal substances will be terminated. Students that are suspected of being under the influence of substance and therefore are not able to perform all capacities of training will be dismissed for the day with no hours for the time missed.

Weapon Policy

In order to maintain a safe and peaceful learning environment we do not allow any weapons to be on your person at any time while on school grounds. Weapons include, but not limited to, guns, knives, explosive device, mace, pepper spray and any source of ammunition. If any items are used as a safety precaution that you carry with you this must be kept in your locker at all times. Any Student found with a weapon will be immediately sent home for the day and may be subject to termination.

Non Discrimintation/Anti-Harassment

Aveda Institute is committed to maintaining a learning environment that is free from unlawful discrimination and harassment for all team and students. Accordingly, Aveda Institute does not discriminate in its educational programs and activities (which extends to employment and admission) based on an individual's age, ethnic origin, race, religion, color, national origin, sex, sexual orientation, gender identity or expression, military or veteran status, disability, or any other basis protected by federal, state or local law.

Unlawful harassment or discrimination may include racial epithets, slurs and derogatory remarks, images, stereotypes, jokes, posters or cartoons based on an individual's legally protected category(s). The Institute cannot resolve matters that are not brought to our attention. If you believe you have experienced or witnessed discrimination or harassment, immediately report the incident to the Campus Director or a member of corporate management. The Institute will immediately and thoroughly investigate all complaints. Individuals will not be retaliated against for bringing a complaint of discrimination or harassment. Complaints of sexual harassment, violence or discrimination should be reported to the campus Title IX Coordinator in accordance with the School's Sexual Misconduct policy located in this catalog.

Statement of Non-Discrimination and Accommodation

[insert school name] ("the School") does not discriminate on the basis of disability. Individuals with disabilities (including pregnant students as applicable) are entitled to a reasonable accommodation to ensure that they have full and equal access to the School's educational resources, consistent with Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794) ("Section 504") and the Americans with Disabilities Act (42 U.S.C. § 12182) ("ADA"), their related statutes and regulations, and corresponding state and local laws.

Section 504 prohibits discrimination on the basis of disability in any program or activity receiving federal financial assistance. The ADA prohibits a place of public accommodation from discriminating on the basis of disability. The applicable law and regulations may be examined in the office of the ADA/Section 504 Compliance Coordinator, or his/her trained designee who has been designated to coordinate the efforts of the school to comply with Section 504 and ADA.

Requests for Accommodation

Individuals with disabilities wishing to request an accommodation must contact the ADA/Section 504 Compliance Coordinator (Campus Director). A disclosure of a disability or a request for accommodation made to any staff, faculty, or personnel other than the Campus Director will not be treated as a request for an accommodation. However, if a student discloses a disability to such an individual, the individual is required to direct the student to the Campus Director. . Upon request, the Campus Director will provide a student or applicant with a Request for Accommodations form, which is also available on the School's website under the Consumer Information tab. To help ensure timely consideration and implementation, individuals making a request for an accommodation are asked to contact the ADA/Section 504 Compliance Coordinator and/or submit a Request for Accommodations form at least two weeks prior to when the accommodation is needed.

Individuals requesting reasonable accommodation may be asked to provide medical documentation substantiating his/her physical and/or mental impairment(s) and/or the need for the requested accommodation(s), including but not limited to when the limitation or impairment is not readily apparent and/or a requested accommodation does not clearly relate to the impairment(s). Such documentation should specify that a student has a physical or mental impairment and how that impairment substantially limits one or more major life activities. In general, the supporting documentation must be dated less than three years from the date a student requests a reasonable accommodation, and must be completed by a qualified professional in the area of the student's disability, as detailed in the full policy on the website and in the request form.

Documentation used to evaluate the need and reasonableness of potential accommodations may include a licensed professional's current medical diagnosis and date of diagnosis, evaluation of how the student's disability affects one or more of the major life activities and recommendations, psychological and/or emotion diagnostic tests, functional effects or limitations of the disability, and/or medications and recommendations to ameliorate the effects or limitations. The School may request additional documentation or testing as needed.

After the Campus Direcror receives the Request Form and the required documentation, they will engage the student or applicant in an interactive process to determine what accommodations may be appropriate.

The process the School uses to determine when a requested accommodation constitutes a fundamental alteration of a program or activity is conducted on a case-by-case basis. Generally, if an accommodation reduces the academic standards of the School the School will deny the accommodation and deem it unreasonable. Students/applicants are provided reasoning for denial of a requested accommodation in writing.

If the student or applicant is denied any requested accommodation, the student may file a grievance using the Grievance Process below or the student may file a complaint with the U.S. Department of Education's Office for Civil Rights or a similar state entity. The School will make appropriate arrangements to ensure that a person with a disability is provided other accommodations, if needed, to participate in this grievance process. The ADA/Section 504 Compliance Coordinator will be responsible for such arrangements.

Grievance Policy Relating to Complaints of Disability Discrimination

The School has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Section 504 and/or the ADA. Any person who believes they has been subjected to discrimination on the basis of disability (including pregnancy as applicable) and/or disagreements regarding requested accommodations, may file a grievance with Karling Cosca, kcosca@igaveda.com. Grievances must be in writing, contain the name and address of the person filing it, state the problem or action alleged to be discriminatory, and the remedy or relief sought.

The School will investigate each complaint filed, and will not retaliate against anyone who files a grievance or cooperates in the investigation of a grievance. All reasonable efforts will be made to provide a written determination to the student or applicant within 30 days after its filing. If a written determination cannot be made within 30 days of the complaint's filing, the student will be advised and provided an update as to the status of the investigation. The student may also inquire as to the status of the investigation at reasonable intervals. Based on the results of the investigation, the School will take all appropriate actions to prevent any recurrence of discrimination and/or to correct any discriminatory effects.

The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination on the basis of disability with the U. S. Department of Education's Office for Civil Rights and/or a similar state agency.

Aveda Institute Denver Campus Sexual Misconduct Policy

Aveda Institute is committed to maintaining a work and educational environment free from unlawful discrimination, harassment, and retaliation. In accordance with Title IX of the Education Amendments of 1972 and its 2020 implementing regulations, the Institute does not discriminate on the basis of sex in any education program or activity it operates, including in admissions and employment.

Under the 2020 Title IX Rule, sex discrimination includes sexual harassment as defined by federal regulation:
Quid pro quo harassment by an employee;
Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Institute's education program or activity;
Sexual assault, dating violence, domestic violence, or stalking as defined by the Clery Act and the Violence Against Women Act.

The Institute is required to respond to formal complaints of sexual harassment occurring within its education programs or activities in the United States. The grievance process includes written notice, a live hearing with cross-examination, and a presumption of non-responsibility until a determination is made. Inquiries regarding Title IX may be directed to the Institute's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both:

Aveda Institute Denver Title IX Deputy Coordinator:
JoAnn Stevens
Phone: 303.854.4911
Email: jstevens@avedadenver.com

Aveda Inspire Greatness Institutes Title IX Coordinator:
Karling Cosca
Phone: 520.730.8454
Email: kcosca@igaveda.com

The Institute's full Title IX Rule, nondiscrimination policy, and grievance procedures are available at: https://avedainspiregreatness.com/consumer-information/

Parenting and Pregnant Students

Aveda Institute Pregnancy Non-Discrimination Statement (Post-2024 Rule Revocation)
The Institute does not discriminate against students based on current, potential, or past pregnancy or related conditions. While no longer federally mandated under Title IX, the Institute remains committed to providing reasonable modifications to support equal access to education. These may include schedule changes, voluntary leave, extended deadlines, physical accommodations, and access to online learning.

Students may voluntarily participate in separate programs if offered, and such programs will remain comparable to those for non-pregnant students. Supporting documentation may be requested when necessary to determine appropriate accommodations.

Employees are encouraged—but not required—to refer students to the Title IX Coordinator for support. Lactation spaces will continue to be available and accessible. For assistance, contact the Campus Director or Title IX Coordinator.

Arbitration Agreement and Class Action Waiver

As a condition for enrollment in the Aveda Institute, students enter into an agreement which provides that all disputes between a student and Aveda Institute will be resolved by binding arbitration. Students thus give up their right to go to court to assert or defend their rights under their enrollment agreement (except for matters that may be taken to small claims court).

* A student's rights will be determined by a neutral arbitrator and not a judge or jury.

* Students are entitled to a fair hearing, but the arbitration procedures are simpler and more limited than rules applicable in court.

* Arbitrator decisions are as enforceable as any court order and are subject to very limited review by court.
As a further condition for enrollment, students also agree that any dispute or claim that they may bring will be brought solely in the student's individual capacity, and not as a plaintiff or class member in any purported class action, representative proceeding, mass action or consolidated action.

*Aveda Institute will not to use any pre-dispute agreement to stop you from being part of a class action lawsuit in court. You may file a class action lawsuit in court, or you may be a member of a class action lawsuit even if you do not file it. This provision applies only to class action claims concerning our acts or omissions regarding the making of the Federal Direct Loan or the provision by us of educational services for which the Federal Direct Loan was obtained. We agree that the court has exclusive jurisdiction to decide whether a claim asserted in the lawsuit is a claim regarding the making of the Federal Direct Loan or the provision of educational services for which the loan was obtained.
*Aveda Institute will not to use any pre-dispute arbitration agreement to stop you from bringing a lawsuit concerning our acts or omissions regarding the making of the Federal Direct Loan or the provision by us of educational services for which the Federal Direct Loan was obtained. You may file a lawsuit regarding such a claim, or you may be a member of a class action lawsuit regarding such a claim even if you do not file it. This provision does not apply to any other claims. We agree that only the court is to decide whether a claim asserted in the lawsuit is a claim regarding the making of the Direct Loan or the provision of educational services for which the loan was obtained. Binding arbitration with Aveda Institute will be conducted by the American Arbitration Association (the "AAA"), under its Consumer Arbitration Rules.

You may begin the arbitration process by getting together the following documents:
Notice of Arbitration and/or a Statement of Claim explaining the nature of the dispute and the relief requested
The arbitration agreement that refers to the AAA
Any supporting documents or exhibits
Appropriate filing fee

When you have all the above documents ready, you can file your case in any one of the following ways:
Online: https://apps.adr.org/webfile
Email box: casefiling@adr.org
Facsimile: 1 877-304-8457 or +1 212-484-4178 (fax number outside the US)
Mail: American Arbitration Association—Case Filing Services, 1101 Laurel Oak Road, Suite 100, Voorhees, NJ 08043, USA

More information about the AAA arbitration process and the AAA Consumer Arbitration Rules can be obtained at www.adr.org or 1-800-778-7879.

For more information about the Aveda Institute's arbitration process please contact:
Karling Cosca
Director of Operations
Inspire Greatness Aveda Institutes
Email: KCosca@igaveda.com

Aveda Institute Denver

The Aveda Institute Denver is located in the Santa Fe Arts District.

801 Kalamath Street
Denver, Colorado 80204

Additional Classroom Space:

1036 W 8th Ave
Denver, CO 80204

www.avedainstitutedenver.com



Light Rail Access

We are near light rail access.

From the North

Take I-25 South, Take Exit 210A onto Colfax Avenue, US 287. Turn left onto Colfax and right onto Kalamath Street. Turn right into the parpking lot.

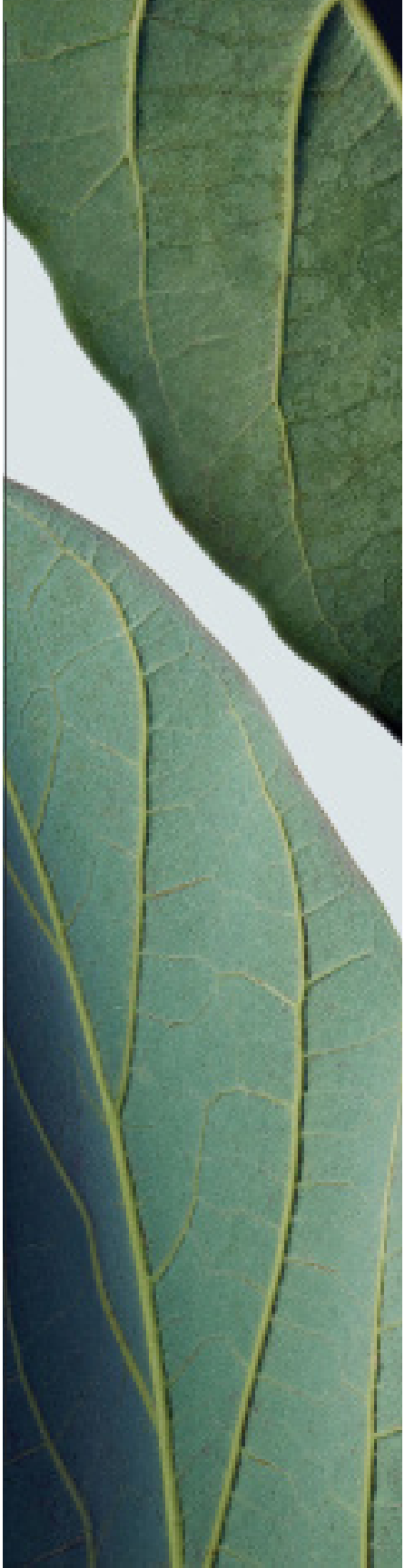
From the South

Take I-25 North, Exit 209C onto 8th Avenue. Turn right on 8th; left on Lipan and right onto W 9th Ave. Turn right onto Kalamath Street and right into the parking lot.

Housing

While student housing is not available through the Institute, our admissions representative will be able to provide you links to housing options.

There are also several options for apartment living that are within walking or commuting distance. When searching for apartments, consider the following areas: Washington Park, Uptown, Congress Park, Federal Heights, The Highlands, Riverfront/Platte River district, Golden Triangle, Baker District, and Capitol Hill.



About Aveda

Aveda, who partners with Institutes, Experience Centers, Salon, and Spas around the world, sees beauty as a craft, not as a product result. Aveda beauty professionals are unique in the industry for their pursuit of a higher art: helping make clients not only look beautiful, but feel beautiful. This selfless quest to bring out the beauty in their client through genuine care, differs from beauty industry norms. Aveda Institutes are a necessary part of the Aveda ecosystem, with the goal to support the longevity of the beauty industry.

Shane Wolf is the Global President of Aveda, and has built his career leading major beauty brands, but his passion is centered on Aveda's mission and its community of professionals. "There's no such thing as sales, only education," he explains, highlighting Aveda's belief that growth comes through learning and sharing knowledge. He stresses the importance of salons, saying, "There's never been any such thing as a prestige professional haircare brand that has succeeded sustainably without having a strong foundation in the salon channel." For Wolf, Aveda's vision is about purpose and uniqueness: His commitment is clear—Aveda's future is built on education, artistry, and the power of its salon network.

Ownership

Aveda Institute Denver is owned by Denver Institute LLC

Headquarters Administration

Dale LeMonds, Owner- DLemonds@avedadenver.com
Karling Cosca, VP of Operations- KCosca@IGAveda.com, 520-730-8454

Team Directory

Our team is a skilled team of experienced educators with knowledge of classic and contemporary techniques. Educators have met program licensing requirements and are trained .

Administrative Team

JoAnn Stevens- Campus Director
Courtney Miller (Team Lead), Sloan Taylor, Sydney Colby- Admissions Team
Karissa Mowry - Student Care Team Lead
Justine Alonzo (Team Lead), Laura Magallanes- Financial Aid Team

Cosmetology Educators: Sam Downes (Team Lead), Sarah Carpenter, Chelsea Kroeze, Danell Hildman, Michael Martinez, Robert Kelly, Brianna (Sol) Bugarin, Patricia O'Connell, Rio Pizzo, Sarah Young

Barber Educators: Robert Kelly and Karissa Mowry

Esthiology Educators: Eilene Delgado (Team Lead), Elena Lopez, Jennifer Pederson, Chelsey Ponte

Massage Therapy Educators: Celeste Ferro

Guest Services Team: Leah O'Brien(Experience Center Team Lead), Victoria Garcia, Blaine Johnson, Gabriella Langer, Ashley Neuman, William Worthy



AVEDA INSTITUTE
DENVER

801 Kalamath Street, Denver, CO 80204

303.567.7500
*Owned by Denver Institute, LLC

Additional Classroom Space: 1036 W 8th Ave, Denver, CO 80204

avedainstitutedenver.com

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