GARY LOCATION – 4853 Broadway Street, Gary IN 46409-2404
2026

LIL LOU'S BEAUTY AND BARBER COLLEGE

INSTITUTIONAL SECURITY & CRIME POLICY

Policy & Procedures in Case of Emergency – In the event that the Institution's CEO, School Director, Human Resource Administrator or an Instructor determines that an emergency situation has arisen; all staff will be immediately notified to gather all students and notify them of the threat. Students and staff will then be directed to a safe location and/or evacuated if necessary. The school will take the necessary actions described above without delay. A test of the emergency policy will be done annually to ensure the effectiveness of the plan.

Policy & Procedures for Reporting Crimes - Students and Staff should report any crime or incidents on the incident form available to all students; all incidents are recorded and kept for reference.

Policy Addressing How to report All Criminal Offenses:
To report a crime:
Contact Gary Police Department at 219-660-0000 for non-emergencies, dial 911 for emergencies only.

In addition, you may report a crime to the following school personnel at 219-884-9954
Title IX Coordinator – Louis Robb
School Director – Dehonne Green
Human Resource Administrator – Shacarla Payne-Robb
School Instructor

Any member of the college community may file a complaint against any student, staff or faculty member:

- The complaint shall be prepared in writing or in an incident report and directed to the Title IX Coordinator or his/her delegate. The Title IX Coordinator is Louis Robb, CEO/Owner. The Title IX Coordinator oversees and supports the school's enforcement of the Institutional Security & Crime Policy.
- The written complaint or incident report should include the nature of the offense, date, approximate time and location of the incident. The name of the victim, offender and any witnesses may be included.

This institution does allow voluntary confidential reporting. The school can file a report on the details of an incident without revealing the identity of the complainant. The purpose of a confidential report is to comply with the wishes of the complainant to keep the matter confidential, while taking steps to ensure the future safety of the individual and others. With such information, the school can keep an accurate record of the number of incidents involving students; determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the students to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes' statistics for the institution.

Timely Warning – Any circumstance that requires us to notify students and staff of an incident that they must be made aware of will be handled in person to all staff who in turn will address it to their students during class or in person on the clinic floor as soon as possible.

Disclosure of Crime Statistics – This Institution prepares this annual report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with the local law enforcement agencies surrounding our school. Campus crime, arrest and referral statistics include those reported to the Gary Police Department and School Administration.

Each year a notification of the availability of the Annual Institutional Security Crime Statistics Report is provided to all students and staff. The notice provides a website link to download a copy of the report. Copies of the report may also be obtained from the school receptionist.

Policy Statement Addressing Security and Access
During business hours, Lil Lou's Beauty and Barber College is open to employees, students, parents, clients, and guest. During non-business hours, access to the Academy can only be done by an employee who has been issued a key. The school does not have campus residents.

Policy Statement addressing Campus Law Enforcement Authority and programs designed to inform students.
The school does not have campus police and we encourage our staff and students to be responsible for their own security as well as the security of others. Students are encouraged to report to the appropriate law enforcement agencies if they witness a crime. We provide students with information about programs designed for personal safety and provide safety discussions frequently.

Policy Statement Addressing Criminal Activity Off-Campus
Lil Lou's Beauty and Barber College does not have any officially recognized student organizations with off-campus locations.

Drug and Alcohol Policy
The school actively supports the prevention of drug/alcohol abuse. Upon enrollment, students and employees are provided the school's policy on drug and alcohol abuse. A list of agencies and counselors are available to anyone requesting assistance as well as drug and alcohol prevention programs. Use, possession, or distribution/sale of alcohol is not allowed on school premises. It is unlawful to sell or provide alcohol to a person underage of 21 and unlawful for a person under 21 to possess alcohol. Such laws are strictly enforced by Lil Lou's Beauty and Barber College. Violators are subject to the institution's disciplinary action and may be subject to criminal prosecution, fine and imprisonment. Students or employees whose behavior is influenced by the use of nonprescription or prescription drugs, alcohol, illegal drugs, or any unknown substance will be asked to leave the premises.

Weapons Policy
Possession or use of firearms, fireworks, ammunition, or other dangerous weapons or materials is prohibited on School owned or controlled property or at school-sponsored activities.

Policy Statement Addressing Sex Offenders
Law enforcement Agency information provided by the state concerning registered sex offenders may be obtained at www.offendexdata.com or www.city-data.com/so/Indiana.html. These sites allow students to view registered sex offenders in the area.

Policy Statement Addressing Sexual Violence
Dating Violence, Domestic Violence, Sexual Assault and Stalking are prohibited by this Institution and are incompatible with the Institution's goal of providing a healthy educational environment for students, faculty, staff, and guests. Sexual offenses involve the physical contact of a sexual nature which is against one's will or without one's consent. Consent requires a voluntary, positive agreement between the participants to engage in specific sexual activity. Sexual activity that is nonconsensual would include, but is not limited to:

- nonconsensual sexual intercourse or penetration (vaginal, oral, or anal) by any means.
- nonconsensual sexual contact (any touching of intimate body parts with any body part or object without consent).
- sexual contact with a person while knowing or having reason to know that the person is incapacitated by any means including alcohol or other drugs.

Sexual violence can be perpetrated by a stranger or acquaintance. Both men and women can be victims or perpetrators.

- **Domestic Violence** – A felony or misdemeanor crime of violence committed – (A) By a current or former spouse or intimate partner of the victim; (B) By a person with whom the victim shares a child in common; (C) By a person who is cohabiting with , or has cohabitated with, the victim as a spouse or intimate partner; (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Dating Violence** – Violence committed by a person who is or has been in a social relationship of romantic or intimate nature with the victim. (i) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and frequency of interaction between the persons involved in the relationship. (ii) For the purposes of this definition - (A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence.
- **Sexual Assault** – An offense that meets the definition of rape, fondling, incest, or statutory rape. Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. A. Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. B. Incest – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited

by law. C. Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

- **Stalking** (i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to – (A) Fear for the person's safety or the safety of others; or (B) Suffer substantial emotional distress. (ii) For the purpose of this definition – (A) Course of conduct means two or more acts, including but not limited to acts in which the stalker directly , indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. (B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. (C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Educational programs promoting the prevention and awareness of rape, acquaintance rape, domestic violence, dating violence, stalking and other sex offenses are provided to all incoming and current students and new and current employees annually via of in-house training and outside presenters. The training:

- Identifies domestic violence dating violence, sexual assault and stalking as prohibited conduct.
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behavior and actions constitute consent to sexual activity in Indiana.
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander. For instance, in a situation involving sexual assault, dating violence, or stalking, a bystander should minimize risk and:
  - Approach everyone as a friend.
  - Not be antagonistic.
  - Avoid Violence
  - Be honest and direct whenever possible.
  - Recruit help, if possible
  - Keep safe; and
  - If things get out of hand, contact the police.
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to minimize risk of potential attacks.

POLICY STATEMENT ADDRESSING CAMPUS SEXUAL ASSAULT

Lil Lou's Beauty and Barber College provides ongoing educational information and programs regarding sexual assault and prevention of sexual assault. This information is introduced during new student orientation and followed with speaker presentations during the year to discuss topics like safety, sexual assault prevention, and rape assistance and awareness. Literature on rape education and risk reduction is available upon request.

If you are a victim of a sexual assault at this institution, your priority should be to get to a place of safety. You should then obtain necessary medical treatment. It is crucial for victims of sexual assault to report the incident in a timely manner. Time is a critical factor for evidence collection

and preservation. An assault should be reported directly to a school official (Manager, Administrator, or Instructor). Filing a report with a school official will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from school officials. Filing a report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests at no expense to the victim.
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam).
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

Reporting a Sexual Assault

When a sexual assault victim reports the assault to a school official, the Gary police Sex crime unit will be notified as well at 219-881-1211 or 219-881-1218. The victim may choose for the investigation to be pursued through the criminal justice system. If the victim chooses, he/she may be assisted by administration in reporting the assault to the proper law enforcement authorities. After making the report, the victim is not obligated to continue with legal or school disciplinary action.

Victim Rights

A person who reports having been sexually assaulted has the right to:

1. Request a female or male officer to take the report of the event.
2. Request to have his/her identity protected, consistent with legal requirements.
3. Be treated professionally and with sensitivity, regardless of the student's race, ethnicity, religion, gender, or sexual orientation of the victim or perpetrator.

Campus Disciplinary Action Cases of alleged sex Offenses regarding rape, acquaintance rape or other forcible or non-forcible sex offenses.

Upon learning of possible sexual violence involving a student, regardless of whether the victim chooses to report the incident to law enforcement, Lil Lou's Beauty and Barber College will take immediate action to investigate or otherwise determine what happened. Such action may include, but is not limited to, speaking with the alleged victim, the alleged perpetrator, and other potential witnesses as appropriate and reviewing other evidence if available.

The alleged victim and alleged perpetrator will each be interviewed separately, and each will be allowed to have another individual who has had no formal legal training to accompany them during disciplinary proceedings. However, the other individual who accompanies the victim or perpetrator may not advocate during the interview. Both parties will be able to provide evidence and suggest other witnesses to be interviewed. The investigator will interview other relevant witnesses and review any other available relevant evidence. Both the alleged victim and alleged perpetrator must be informed in writing of the outcome of any institutional disciplinary proceeding that is brought alleging a sex offense. For this paragraph, the outcome of a disciplinary proceeding means only the institution's final determination with respect to the

alleged sex offense and any sanctions that is imposed against the alleged perpetrator. Sanctions which may be imposed following a final determination may include but are not limited to alteration of class schedules, training, disciplinary probation, loss of privileges, suspension, or expulsion in the case of students, or coaching, training, written warnings, demotion, or termination in the case of employees. Suspension or expulsion are the standard recommended sanctions if a student is found guilty of an incident of sexual assault or other acts of violence. Suspension or termination are the standard recommended sanctions if an employee is found guilty of an incident of sexual assault or other acts of violence. These procedures will be followed regardless of where the alleged sex offense occurred (i.e. on or off campus).

The Title IX Coordinator will weigh the evidence presented and decide whether additional evidence is necessary for consideration. The Title IX Coordinator will determine whether it is more likely than not that a violation occurred. The standard of evidence that will be used is preponderance of the evidence. This is a burden of proof in which it is determined to be more likely than not, or at least 51% certain, that the violation has in fact occurred.
The institution reserves the right to convene a Determination Panel to review the evidence and make the determination in appropriate circumstances.

Pending a final determination, the Title IX Coordinator or designee will take appropriate interim measures. These measures may include, but are not limited to, the imposition of a no-contact order and/or employment, transportation, residence, and academic modifications. The Title IX coordinator or designee may limit a student or employee's access to certain school facilities or activities pending resolution of the matter. The Title IX Coordinator may impose an Interim Suspension on the alleged and perpetrator pending the resolution of an alleged violation when the Title IX Coordinator determines, at their sole discretion, that it is necessary in order to protect the safety and well-being of members of the Institution's community.

The Title IX Coordinator and all investigators will receive annual training related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Students who violate any federal, state or local laws are subject to criminal charges. In addition to any criminal remedies that are available, an alleged or arbitrated perpetrator who is a student of Lil Lou's Beauty and Barber College may be subject to penalties or sanctions from the school.

Appeal Procedures
If the accuser or the accused is a student, he or she may appeal the outcome determination by written appeal to the Title IX Coordinator within 15 days of notification of the outcome. There are no appeal rights for accused employees. An appeal may be made based on only one or more of the following reasons:

- New and significant evidence appeared that could not have been discovered by a properly diligent accused student or accuser before or during the original investigation and that could have changed the outcome.
- The finding is Arbitrary and Capricious: Reading all evidence in favor of the non-appealing party, the finding was not supported by reasonable grounds or adequate

consideration of the circumstances. In deciding appeals, the Title IX Coordinator is allowed to make logical inferences in benefit the non-appealing party.

•Disproportionate Sanctions: The sanctions were disproportionate to the findings.

The appeal shall consist of a written statement requesting review of the conduct decision or sanction and explaining in detail the basis for the appeal. The Title IX Coordinator or, designated representative, will notify the non-appealing party of the request for an appeal. Within five working days of receipt of the notice, the non-appealing party may submit a written statement to be included in the case file. The appeal may proceed without the non-appealing party's written statement if it is not submitted within the designated time limit. The Title IX Coordinator will endeavor to make a determination of the appeal within 15 days of receipt. The Title IX's decision is final.

Services for Student Victims of Sexual Assault

No on-campus Counseling is available through the school, however, counseling and support services can be obtained through (local) St Jude House, 12490 Marshall Street Crown Point IN 46307 at (219)662-7066/(800)254-1286 (24 Hours); and Mental Health Association of Lake County, 9722 Parkway DR., Highland IN 46322, (219)922-3822. In addition, help is available 24/7 through the National Sexual Assault Hotlines at 800-656-HOPE (4673), and the rape Crisis Hotline at 800-254-1286 and online at www.rainn.org.

After any campus sexual assaults are reported, the victims of such crimes have the right to request that Lil Lou's Beauty and Barber College personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants. These measures may include:

- •Providing an escort to ensure the alleged victim can move safely on campus property.
- •Ensuring the alleged victim and alleged perpetrator do not attend the same classes.
- •Providing referral to counseling services or providers.
- •Providing academic support services, such as tutoring.
- •Arranging for the victim to retake exams, training sessions or to withdraw without penalty.

Information on Registered Sex Offenders

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides tracking of convicted sex offenders enrolled at, or employed at, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The law requires sex offenders to register With local enforcement agencies and to indicate if they are either enrolled or employed at an institution of higher education. Lil Lou's Beauty and Barber College is required to inform the campus community of sex offender websites and have them available for students and staff. Students and staff should refer to the National Sex Offender Registry at www.offendexdata.com and /or www.city-data.com/so/Indiana.html. The CSCPA further amends the Family Education Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders. This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000.

Gary Campus 4853 BROADWAY STREET Gary IN 46409-2404	2026 Crime and Security Report										
	2023				2024				2025		
	On Campus	Off Campus	Public Property		On Campus	Off Campus	Public Property		On Campus	Off Campus	Public Property
Criminal Offenses											
Murder/Non-Negligent Manslaughter	0	0	0		0	0	0		0	0	0
Negligent Manslaughter	0	0	0		0	0	0		0	0	0
Forcible Sex Offenses	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Dating Violence	0	0	0		0	0	0		0	0	0
Stalking Incidents	0	0	0		0	0	0		0	0	0
Hate Crimes											
Murder/Non-Negligent Manslaughter	0	0	0		0	0	0		0	0	0
Forcible Sex Offenses	0	0	0		0	0	0		0	0	0
Non-Forcible Sex Offenses	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
Larceny-theft	0	0	0		0	0	0		0	0	0
Simple Assault	0	0	0		0	0	0		0	0	0
Intimidation	0	0	0		0	0	0		0	0	0
Destruction/Damage/ Vandalism of Property	0	0	0		0	0	0		0	0	0
Arrests											
Carrying/Possessing of Illegal Weapons	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Liquor Law Violations	0	0	0		0	0	0		0	0	0

On Campus: Buildings owned by the institution contiguous to the institution and facilities where educational activities are delivered to students.
Non-Campus: Non-contiguous property owned or controlled by the school that is used in direct support of, or in relation to, the school's educational purposes.
Public Property: Defined as streets, sidewalks, and lots -- adjacent to "campus" and accessible from campus owned by a public entity such as a city or state government
There are no "unfounded" crimes for 2023, 2024, & 2025.