

ZORGANICS INSTITUTE
CATALOG/POLICY HAND BOOK
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ZORGANICS INSTITUTE

BEAUTY AND WELLNESS

A HOLISTIC APPROACH TO BEAUTY AND WELLNESS THROUGH SCIENCE AND ART

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MISSION STATEMENT

ZORGANICS Institute's mission is to provide education, skills and experience for the students to become successful in their field of expertise. By providing each student with a comprehensive, holistic education alongside post – graduate counseling, ZORGANICS Institute strives to provide opportunities for employment and advancement in the beauty industry.

INTRODUCTION

ZORGANICS Institute has a spacious 7000 square feet, located at 410 West Baker view road. suite 112 Bellingham Washington offering programs in Barber, Cosmetologist, Hair design, Esthetician, Master Esthetician, Massage Therapy, Manicurist, Instructor, and other [post graduate classes](#). All programs are taught in English. Zorganics Institute is **Accredited and Financial Aid** is available for those who qualify for the Cosmetologist and Esthetician program

ZORGANICS Institute obtained its school license on September 13, 2018 from the Department of Licensing and on October 1, 2018 from WORKFORCE BOARD. ZORGANICS Institute is on the Eligible Provider List. www.wtb.wa.gov. Zorganics Institute is accredited through NACCAS and has been approved for the Financial Aid by the Department of Education and now offers VA GI Bill Grants from Washington state. Not all programs will be eligible for funding right away. However, Zorganics Institute offers many financial payments options and scholarships to elite students.

ZORGANICS Institute offers a unique and exceptional opportunity for students to train for careers in the beauty industry. Students receive not only the training to meet the licensing requirements the industry requires, but ZORGANICS Institute specializes in holistic training and natural products. This holistic approach to beauty and wellness through science and art combines the latest scientific research with ancient traditions to create a truly transformative experience. Students will graduate with knowledge to care for their clients in a way that supports their overall health. Students of ZORGANICS Institute graduates fully prepared to enter the industry in whatever path they choose. Whether this path is to be a sole proprietor or secure a position, ZORGANICS Institute supplies the training, products and tools to get you to your unique goals.

The ZORGANICS Institute is unique. The Owner, Frida Emalange, has over 22 years in the beauty industry. Her experiences include owning spas and overseeing salons, and she developed a product line of organic beauty products sold in retail stores, and on-line. As an entrepreneur, who has experienced and succeeded in every expertise of this industry, she launched ZORGANICS Institute to help others achieve the same success. Mrs. Emalange truly cares about her student's success as evidenced by ZORGANICS Institute's curriculum of high standards and the consistency in graduation rate. Mrs. Emalange's strong desire to diversify the institute's classes allows students of all backgrounds to follow their own interests, set their own pace and successfully prepare for a career in the beauty industry.



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STAFF

FRIDA EMALANGE -FOUNDER/ INSTITUTE DIRECTOR/ LICENSED INSTRUCTOR/ MASTER ESTHETICIAN/ COSMETOLOGIST/ MANICURIST/
SALON/SPA OWNER/ SKIN AND HAIR CARE PRODUCT MANUFACTURER/501(3)(C) FOUNDATION(CANCER SERVICES/SCHOLARSHIP)
JILA MELAK - LICENSED INSTRUCTOR/ MASTER ESTHETICIAN / COSMETOLOGIST/SALON OWNER
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BRIDGET FAST- LICENSED INSTRUCTOR/ COSMETOLOGIST/SALON OWNER
VA School Certifying Official -Frida Emalange-(360) 746-9609- Finance@zorganicsinstitute.edu

STUDENT RATIO AND POLICY:

ZORGANICS Institute employs Instructors and Substitutes that hold teaching and licensing credentials that comply with applicable state requirements. ZORGANICS Institute maintains a student/teacher ratio of **20:1**. The ratio will not exceed this maximum of 20 students per 1 instructor. ZORGANICS Institute provides a copy of the school catalog and handbook to instructors so that they are familiar with the curriculum, policies, and procedures. Instructors must attend staff meetings on an annual basis to discuss topics relevant to ZORGANICS Institute's stated mission and education objectives. Each instructor is required to complete 12 hours of continuing education each year after the first year of employment, including a minimum of 4 hours of teaching methodology. A year of employment is measured on a rolling 12 months basis. Each is evaluated once a year. The evaluation includes teaching preparation and effectiveness

Current Program Ratio: VA Students must take all programs on campus. Currently the school is suitable to provide this Instructor/ student ratio per program.

Barber - 4:1

Cosmetologist -20:1

Esthetician- 12:1

Master Esthetician-8:1

Hair Design -6:1

Manicurist- 6:1

Massage Therapy-5:1

Instructor:4:1

All records are maintained for 50 years and students may request transcript and academy records by emailing the school at info@zorganicsinstitute.edu.

CAREER OPPORTUNITY

The professions and specialties that can be discovered within the beauty industry extend beyond the typical nine- to-five job. There are many exciting opportunities. Not only will it be your position to discover, reveal, and maintain the beauty within your individual clients, but to build a report with them that can last for decades. The industry offers a wide range of opportunities to suit a variety of interests and needs. It can be a mobile profession, one that allows the professional to meet people from many walks of life no matter where in the world they are. Above all, it allows one to express one's creativity and artistic value in a world that desperately needs more of it. The modern-day professional must be many things always: A business savvy manager, executive, laborer and artist all rolled into one. They should enjoy dealing with the public and be sensitive and aware of their client's requests and preferences. The skills and talents developed through a beauty education can be employed in a variety of ways, which are well-suited to both scientific and creative minds. There is a high degree of flexibility that allows professionals to work part time or full time to accommodate individual needs. The environment also varies from working in a salon or spa, a PR firm, or even working on-set in motion pictures. The world of beauty is open to everyone and can be catered to the interests and skill level of the Barber, Hair



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Design, Instructor, Cosmetologist, Esthetician, Manicurist, Massage therapy and Master Esthetician. The list below is not intended to represent all of the career opportunities available. Salon & Spa •Cosmetologist, Barber, Esthetician, Massage Therapist, Color Specialist, Manicurist, Waxing Specialist, Salon/Spa Manager, Salon/Spa Owner, Salon/Spa Trainer Travel, Platform Artist, Private Consultant, Salon Corporate Sales Director Education ,Salon Education Director, Retail Product Educator, Academy Educator, Corporate Educational Director Academy, Educational Director* Sales, Retail Manager. Advertising/Marketing Director, Account Executive, Manufacturer's Rep *May require additional certification or licensure

JOB OUTLOOK

According to O*Net Online, there is a genuinely bright outlook for industry professionals. An increasing population and higher incomes are creating a growing demand for salon and spa professionals. At present, the demand for industry professionals is greater than supply, and that trend is expected to continue. ZORGANICS Institute wishes to help address that supply issue, providing students the experience and skills in order to follow up on such wonderful opportunities. According to the United States Department of Labor, the U.S. employment rates for hairdressers, hair stylists, cosmetologists are projected to grow by 16% percent through the year 2018. Employment of manicurists and pedicurists are expected to increase by 19 percent and skin care specialists are projected to have even more growth - up to 35 percent over the same period!

EMPLOYMENT ASSISTANCE

ZORGANICS INSTITUTE will assist in resume preparation, and job interviewing skills,. ZORGANICS INSTITUTE does not guarantee employment. However, ZORGANICS INSTITUTE will maintain ongoing available jobs listings for graduates and alumni on the school Website

EDUCATION FACILITY

ZORGANICS Institute Beauty and Wellness facility is located at 410 W. Baker view Road Suite 112. The one story is approximately 7100 square feet. This beautiful spacious facility includes a receptionist area, a retail area with ZORGANICS Exclusive brand of hair care, skin care and body care products; three class – rooms, student salon clinic for the Cosmetologist student, with separate dispensary and separate shampoo area. Beautiful manicure and pedicure area with a makeup counter, clinic room for the esthetician skin care service area, a room designed for master esthetician; and a large room for the massage therapy classroom and a practical clinic area. A separate room for waxing, body wraps, a room for advanced skin care treatment, and two administrative offices. There are three rest rooms, and a large room used for a student break room. There is a large parking lot for free parking. All Transcripts are retained for 50 years per WTECB Licensing requirement in the record and retention and transcript Section.

Licensing and Accreditation

ZORGANICS INSTITUTE is licensed by:

Washington State Department of Licensing

Cosmetologist as in Barber, Hair design, Manicurist, Esthetician, Master Esthetician, and Instructor program
P.O. Box 9026 Olympia, Washington 98507 Phone: (360) 664-6626

WorkForce Board

ZORGANICS INSTITUTE is approved by:

Depart Of Health Massage Therapy program

128-10th Ave SW Box 43105

Olympia, WA. 98504

Web. Wtb.wa.gov workforc@wtb.wa.gov

Phone: (360) 706-4600



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National Accrediting Commission of Career Arts and Sciences

ZORGANICS Institute is accredited by:

National Accrediting Commission of Career Arts and Sciences (NACCAS)

Address: 3015 Colvin Street, Alexandria, VA 22314 : (703) 600-7600

Zorganics Institute Admission policy

Listed below are the requirements and procedures that the Zorganics Institute has established for admission to the Zorganics Institute:

- Students are required to visit the Zorganics Institute before enrollment to obtain a clear understanding of the Zorganics Institute, view the facilities and equipment, and meet with staff and instructors.
 - All applicants are required to complete an application form and engage in a personal interview with an Admissions Coordinator.
 - All applicants must complete an Enrollment Agreement (must be signed by a parent or guardian if the applicant is under 18 years of age).
 - All applicants must pay a non-refundable registration fee \$100 and \$78 of processing fees upon enrollment.
 - An applicant for enrollment at the Zorganics Institute must possess a diploma from an accredited high school or the recognized equivalent before being granted enrollment in the Zorganics Institute. Acceptable proof of high school graduation or equivalent must be submitted as follows:
 1. Applicants enrolling in the Zorganics Institute programs must provide a copy of their high school diploma, transcripts, or a copy of their official GED, High School Equivalency Test (HiSET), or associate and higher degree before enrolling for classes. MA and HVAC applicants without a high school diploma or GED must refer to the Career Pathway Program section of eligibility to meet the Ability-to-Benefit (ATB) provision.
 2. High school documentation from a country other than the United States must be translated and evaluated to be at least the equivalent of a U.S. high school diploma by an agency that is a member of the National Association of Credential Evaluation Services (NACES) or Association of International Credential Evaluators (AICE).
- Zorganics Institute** will verify the validity of a student's high school completion if the Zorganics institute or the Secretary has reason to believe that the high school diploma is not valid or was not obtained from an entity that provides secondary school education

ADMISSION REQUIREMENTS

1. Students must be at least 16 years of age to apply. However, for the massage therapy program the student must be 18 years old. Students must provide a copy of government issued photo identification, proof of a high school diploma or its equivalent, and have completed the IPEDs questionnaire.

ZORGANICS Institute requires any person wishing to begin classes to provide proof of high school



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graduation or receipt of a GED or equivalency thereof to the Director of Admissions.

Zorganics Institute will verify the validity of a student's high school completion if the Zorganics institute or the Secretary has reason to believe that the high school diploma is not valid or was not obtained from an entity that provides secondary school education.

Proof is defined as:

- A legible copy of a high school diploma from a public or private high school with date - A legible copy of transcript from a public or private high school showing graduation/completion with date

a) For homeschooled students, a copy of a diploma or transcripts showing graduation/completion with date

b) Documentation indicating successful completion of the equivalent of 12th grade (GED). c) For students who graduated high school or the equivalent in a foreign country, the documentation must be provided in English or translated and notarized by a third party service

The Zorganics Institute reserves the right to verify the validity of any provided documents or the institution they are from. Should the Zorganics Institute or Secretary question the validity of an applicant's high school diploma or equivalency, the Zorganics Institute will review the provided documentation and will determine if further proof is necessary. The applicant may be asked to provide:

d) The original document used to verify high completion or equivalency, rather than a copy, a second form of verification (such as a diploma and transcripts)

e) A description of the mode of education, timeline for education, and/or content of education The admissions and/or the operations may review the following about the documenting institution:

a) State licensing or regional/national accreditation

b) Availability of information via the institution's website

c) Actions by the Federal Trade Commission or other authorities

d) Other information indicating the validity of the institution

In case the admissions determine that the documentations of graduation from high school or equivalency are not valid or that the documenting institution is not legitimate, the applicant's application will be declined. The applicant will be notified by phone, in person, or by email. The decision will be final and an appeal will not be an option in this case.

EVALUATION OF IDENTITY

Zorganics Institute will take the following steps to verify:

1. By receiving documentation from the secondary school that confirms the validity of the student's diploma,
2. By confirming with or receiving documentation from the relevant department or agency in the state in which the secondary school is located that the secondary school is recognized as a provider of secondary school education

Other Acceptable documentation that is recognized equivalent to a high school diploma include the following:

- a) In the case a prospective student was homeschooled, that said student must provide a homeschool credential recognized by the state of WASHINGTON as equivalent to a high school diploma.
- b) GED or HSET certificate.



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- c) An academic transcript of a student who has successfully completed at least a two-year program that is acceptable for full credit towards a bachelor's degree; or
- d) For associate degree Programs: For a student who enrolls in a program that leads to an associate degree or its equivalent in lieu of completing high school, a high school transcript must be presented indicating that the student excelled in high school and the student must satisfy the ZORGANICS INSTITUTE'S written policy for admitting such students prior to the first day of class.

ZORGANICS INSTITUTE accepts Ability-to-Benefit students

Definition: A student who is beyond the age of compulsory education, lacks a high school education or its equivalent, and has the ability to benefit from the education or training offered at an institution

- A) In order to be admitted on the basis of his or her ability to benefit, a student shall complete either:
 - 1. prior to admission, complete an Ability To Benefit test (Accuplacer) from Zorganics Institute that measures the applicant's aptitude to successfully complete the program with a score of 76% or higher for the course to which he or she has applied, or for courses and/or programs of 600 hours or more, after enrollment, satisfactorily complete 225 clock hours, as applicable.
 - 2. Students must complete a personal interview with an admissions representative. Candidates are asked questions about goals and expected outcomes of study. This interview is typically conducted during a visit and/or tour of the school or may be completed by telephone in extenuating circumstances.
 - 3. A completed application must be submitted and approved prior to acceptance. Upon acceptance, the student must provide a complete and signed enrollment agreement contract and designated monetary deposit to confirm attendance.
 - 4. A valid Alien Registration card is required for all eligible non-citizens. Prospective students awaiting receipt of a valid Alien Registration card should refrain from scheduling an appointment for an interview until the Alien Registration card is received. We cannot admit students without this documentation.
 - 5. International students may apply for and must obtain an M-1 Visa to attend school. Obtaining a vocational student Visa (M-1) takes approximately 4-8 weeks. Students should file their application well in advance. Contact the U.S. Department of State to obtain the information needed to file for a student Visa. Applicants must demonstrate that they meet M-1 Visa requirements including having a residence abroad with no immediate intention of abandoning that residence; intend to depart the United States upon completion of the course of study; and possess sufficient funds to pursue the proposed course of study. ZORGANICS INSTITUTE registers all international students with SEVIS and the U.S. Department of Homeland Security.
 - 6. The foreign high school diploma must be translated into English.
 - 7. If attending under a training agreement with a government agency, i.e. U.S. Veterans Administration, WA Rehabilitation Commission, or WA Department WORKFORCE and Training, the student must meet the admissions requirements set out in the training agreement and/or applicable state licensing or certification regulations.
 - 8. Students must possess a minimum proficiency in the English language including the ability



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to read, write, and speak.

9. All programs are taught using English and all educational and other materials pertaining to the school are written in English.

To your interview, please bring:

- a) Letter of Recommendation: Find a person who is willing to tell us your strengths and how you would make a great cosmetologist, master esthetician, barber, esthetician, massage therapy, manicurist, instructor, etc.
- b) Financial Plan Letter: *How will you be paying for school? *How will you balance it with your living expenses?
- c) Copy of your government-issued ID (driver's license, passport, etc.) & proof of US citizenship/legal residency (US passport, etc.)
- d) Copy of your Social Security card *Proof of HS/GED, college education, or its equivalent (diploma or official transcript)
- e) A letter of intent - why are you taking this program. What are you planning to do after you graduate?

Satisfactory Academic Progress (SAP) Policy /Requirements

The progress and evaluation of all students, full-time and part-time, and in all Title IV and non-Title IV eligible programs are monitored and graded in intervals at the end of each phase throughout a program using individual Progress Reports issued by the instructor and Student Services either in person or by email. The Progress Reports also include the current Cumulative Grade Point Average (CGPA). Grades are based on a combination of objective and subjective evaluations of written and tests/quizzes and practical application. Each phase is divided into classroom instruction, written work, and lab/practice time. Academic progress will be measured at the end of the first payment period. The end of the first payment period is at the point the student completes ½ of the clock hours (earned a passing grade or otherwise received credit associated with those hours in completed phases) and at least 25%, 50%, and 75% of the weeks in the program. To maintain satisfactory academic progress, a student must:

- Have a Cumulative Grade Point (CGPA) of 76% or better. · Progress at a satisfactory rate toward completion of their program; at the end of the first payment period, the student must have completed 76% of all coursework attempted in the program.
- Complete the training programs within 150 percent of the published program lengths (see Maximum Completion Time).

Withdrawal Grades

A student who withdraws after attending any portion of a phase or course will receive a grade of "W" or Withdrawal on their transcript. The "W" grade is a permanent mark with no grade points assigned. A "W" grade for the phase or course will not be included in the calculation of the CGPA for SAP. Withdrawal credits are counted as attempted but not earned and will be included in the calculation of the rate of progression in determining SAP.

Repeated Phase or course

Students who do not achieve a 76% or better in any course or phase are considered to have failed that course or phase and must repeat it. When students repeat a failed course, the grade received is used to calculate the cumulative GPA. Both the original and repeat attempts will be



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counted in the rate of progress calculations. If repeating the course or phase is required, the length of the program must not exceed 150 percent of the published program length. Students may repeat a failed course or phase only once. Additionally, the ability to repeat a course or phase is on a "seat availability" basis. A student's training may be interrupted if the course to be repeated is not available until a later date.

Maximum Time Frame

Students are expected to complete their program within 150 percent of the published length of the program (or 1.5 times the number of credits or hours in their program). Calculations help assure that students will complete their programs within the maximum time frame.

Effect of Transfer Credit on SAP

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory Academic Progress evaluation periods are based on scheduled contracted hours at the Zorganics Institute. For transfer students attending less than a full academic year, an evaluation will be done at the midpoint of the schedule hours.

Effect of Program Change on SAP

Students who change programs will only have credits and grades that apply to the new program (including transfer credits) calculated in SAP and Maximum time frame. Any credits that were previously taken that are not part of the student's new program of study will not be used in the calculations.

Warning and Probation Periods

Students will have their CGPA calculated after each phase and payment period:

- In the first payment period in which a student falls below the minimum SAP standards outlined above, the student will be notified by email, phone or in person that they have been placed on SAP Warning. If the student meets or exceeds the standards in the following payment period, the student will be moved to SAP Met. If not, the student will be moved to SAP Probation. Students who wish to remain enrolled and receive Federal financial aid must complete the required Appeal process.
- A student that has progressed to SAP Probation will be moved to SAP Met if the student proceeds to meet or exceed the standards in the following payment period. If not, the student will be notified by email, phone or in person that they have been moved to SAP Dismissal and dismissed from the Zorganics Institute unless the conditions of an academic plan were successfully met.
- A student that has progressed to SAP Dismissal will be moved to SAP Met if the student proceeds to meet or exceed the standards the following payment period. If not, the student will be notified by email, phone or in person that they will remain on SAP Dismissal and be dismissed from the Zorganics Institute unless the conditions of an academic plan were successfully met.



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- A student on financial aid probation for a payment period may not receive title IV, HEA program funds for the subsequent payment period unless the student makes satisfactory academic progress or the institution determines that the student met the requirements specified by the institution in the academic plan for the student.

Students may be terminated at the end of any phase or payment period in which it has been determined that it is mathematically impossible for the student to meet the minimum requirements.

While in SAP Warning status, a student is considered to be making academic progress and will remain eligible to receive federal financial aid. While in SAP Probation or SAP Dismissal (with an approved appeal and or academic plan), a student is considered to be making academic progress and will remain eligible to receive Federal financial aid. Students not making Satisfactory Academic Progress are required to participate in any advising and tutoring that is considered being necessary by the Zorganics Institute. Failure to participate may result in dismissal regardless of CGPA.

Students on SAP Probation, SAP Dismissal, and those who have been dismissed for exceeding the maximum time frame are not eligible to change programs.

Appeal Process

Any student who has been placed on SAP Probation or SAP Dismissal May appeal if circumstances exist such as the death of a relative, an injury or illness of the student, or other special circumstances. All appeals must be submitted in writing within seven (7) calendar days (excluding holidays and breaks) of receiving notification of the dismissal. All appeals must explain the circumstances that affected academic performance and how the circumstance has been resolved so that it will not have any future effect on the student's Academic Progress. Additional documentation may be required. The decision of the College is final and may not be further appealed.

Student Appeal Procedures

Students have the right to appeal decisions and policies enforced by the Zorganics Institute. Appeal considerations will be based on the student's overall attendance record, academic progress, professional development, instructor recommendations, and, if applicable, the circumstances surrounding the occurrences that resulted in excessive absences or failure to maintain satisfactory academic progress. A student must submit a written letter to the Zorganics Institute Director for review. Students must provide supporting documentation along with their letter to support his/her position and any circumstances that may have existed. The student will be notified by email, phone or in person of the Appeal decision within 7-10 business days following the receipt of the student's appeal. The decision of the Appeal Board will be final.

Process for Students with Denied Appeals

The student must remain out of Zorganics Institute for 6 months following the phase in which the appeal was denied. The student may request an additional appeal for reinstatement. The student must demonstrate the accomplishment of changes that show a level of Zorganics Institute readiness that can reliably predict success. Decisions regarding reinstatement to the



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Zorganics Institute will take into consideration factors such as grades, attendance, account balance, conduct, and the student's commitment to complete the program within the maximum time frame allowed according to the Zorganics Institute's policy on Satisfactory Academic Progress. Dismissed students who are reinstated will sign a new Enrollment Agreement; they will be charged tuition consistent with the existing published rate at the time of reinstatement. Students who are reinstated under these circumstances will return to Financial Aid Probation (FAP) status and may receive aid for one payment period. The student will be required to fulfill a specific academic plan. Students on academic/financial aid probation are eligible to receive Title IV funds while on probation if they are otherwise eligible. Students who successfully bring up their CGPA at the end of the probation period will be removed from probation and returned to regular status. If the student does not meet the SAP requirements, the student will be notified by email, phone or in person that they will be dismissed and will not be eligible for appeal.

Reinstatement

A student might appeal to return to the Zorganics Institute if they were previously dismissed for not meeting SAP. The appeal should include information about the circumstances that affected academic performance and how the circumstance has been resolved so it will not have any future effect on the student's Academic Progress. The student should also include reasons for why they should be readmitted. Many factors will be reviewed when determining whether or not a student should be readmitted, including academic performance, attendance, life changes, and account balance.

Academic Dismissal

A student on financial aid probation may receive title IV, HEA program funds for one payment period. While a student is on financial aid probation, the Zorganics Institute may require the student to fulfill specific terms and conditions such as taking a reduced course load or enrolling in specific courses. At the end of one payment period on financial aid probation, the student must meet the Zorganics Institute's satisfactory academic progress standards or meet the requirements of the academic plan developed by the Zorganics Institute and the student to qualify for further title IV, HEA program funds.

The maximum time frame allowed for full time students, transfer students who need less than full course requirements or part-time students will be determined based on 118% of the scheduled contracted hours. If any student enrolled fails to complete the program within the maximum time frame they will lose their eligibility for Title IV programs and may be terminated from the program. Students who exceed the maximum time frame may be permitted to continue enrollment, and be charged tuition fees accordingly, on a cash-pay basis. Whether a student pays out of pocket or receives Title IV Financial aid all hours attempted and completed are considered part of the Satisfactory Academic Progress calculation. For students with a disability that appeal, the student's disability will be considered as a factor towards maintaining Satisfactory Academic Progress.

IN-COMPLETES, WITHDRAWAL, OR REPETITIONS

If the student needs to take off more time than allotted in the contract or more than 14 consecutive calendar days, the student must take a leave of absence or withdraw and re enroll



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when ready to return. If a student needs more than 14 consecutive calendar days of time off due to pregnancy/new mother, and/or military duty then the student should take a leave of absence. Students who withdraw prior to completing the course of study and who wish to reenter will reenter at the same progress status as applicable at the time of withdrawal.

IN-COMPLETES, REPETITIONS, AND NON-CREDIT

Course incompletes, repetitions, and noncredit remedial courses do not apply to this institution. Therefore, these items have no effect upon the school's satisfactory academic progress standards. Disability policy

FEDERAL RETURN OF TITLE IV FUNDS POLICY

The Zorganics Institute participates in the Title IV federal financial aid programs (Title IV). The Return of Title IV (R2T4) policy and formula are used by the Zorganics Institute to determine the amount of Title IV funds that must be returned if the student withdraws from the Zorganics Institute.

The R2T4 formula is applicable when the student withdraws at any point during a payment period.

The requirements for returning Title IV funds under the R2T4 formula is different from Zorganics Institute refund policy. The R2T4 formula determines the amount of unearned Title IV funds that must be returned when a student withdraws. In contrast, the refund policy determines how much tuition a student owes after a student withdraws.

Therefore, it is possible that the R2T4 policy might result in a return of Title IV funds that previously paid for tuition and other charges at the Zorganics Institute.

In turn, the Zorganics Institute refund policy might result in a student owing funds to the Zorganics Institute to cover unpaid institutional charges even though the student withdrew from the Zorganics Institute without completing the program. The R2T4 policy is discussed below. The institutional refund policy is discussed in the previous section of the Enrollment Agreement.

R2T4 Calculation: The R2T4 formula applies if the student received or could have received federal Title IV financial assistance during the payment period in which the student withdrew based on applicable eligibility criteria (e.g., Pell Grants, Direct Subsidized Loans, Direct Unsubsidized Loans, or Direct PLUS Loans).

The percentage of Title IV aid earned is equal to the percentage of the payment period that was completed as of the student's withdrawal date. For clock-hour programs, a student earns the percentage of scheduled clock hours up to the date of withdrawal divided by the number of scheduled clock hours in the payment period.

In other words, if a student completes 30 percent of the scheduled clock hours, the student will earn 30 percent of the assistance the student originally received or was eligible to receive. Once a student completes 60 percent or more of the scheduled clock hours in the payment period, the student is considered to have earned 100% of the assistance for the payment period

The amount to be returned as unearned is calculated by subtracting the amount of Title IV assistance earned from the amount of Title IV aid that was or could have been disbursed as of the withdrawal date.



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If a student does not start or begin attendance at the Zorganics Institute or start or begin attendance in a payment period at the Zorganics Institute, the R2T4 formula does not apply but the Zorganics Institute must return any Title IV funds disbursed on the student's account ledger for the applicable payment period.

Title IV Funds returned by the Zorganics institute: If a student receives (or the ZI or parent receive on the student's behalf) excess Title IV funds that must be returned, the Zorganics Institute must return all or a portion of the excess funds equal to the lesser of:

- The institutional charges multiplied by the unearned percentage of the student's Title IV funds: or
The entire amount of excess Title IV funds.

The school must return its share in the following order:

Unsubsidized Direct Loan
Subsidized Direct Loan
Direct PLUS Loan (Parent)
Federal Pell Grant
Federal SEOG

Returns must be made no later than 45 days after the date of determination of the student's withdrawal.

Title IV Funds Returned by the Student: If the Zorganics Institute is not required to return all of the excess Title IV funds, the student may be required to return the remaining amount. This is determined by subtracting the amount returned by the Zorganics Institute from the total amount of unearned Title IV funds to be returned.

For any Direct Loan funds, a student must return, the student (or the parent in the case of PLUS Loans) will repay the Direct Loan funds in accordance with the terms and conditions of the Master Promissory Note (MPN). That is, a student will not be required to repay any Direct Loan funds immediately, but instead, the student will make scheduled payments to the Department of Education over a period of time.

Any amount of unearned Pell Grant funds that a student must return is called an overpayment. The maximum amount of Pell Grant overpayment that a student must repay is any amount of the overpayment that is greater than one-half of the Pell Grant funds the student received or was scheduled to receive. A student does not have to repay a Pell Grant overpayment if the original amount of the overpayment is \$50 or less. The student must make arrangements with the Zorganics Institute or the Department of Education to return the unearned Pell Grant funds or lose eligibility for the Title IV funds.

Within 30 days of the date of the Zorganics institute determination that the student withdrew, the Zorganics institute will send a written notice to the student advising the student that he/she owes a Title IV overpayment as a result of the student's withdrawal. If the student is not able to pay the overpayment within 45 days of the date of the notice, the student may enter into a repayment arrangement with the Department of Education. If the student does not pay the overpayment or make a repayment arrangement, the student will be ineligible for any further Title IV funds.

Credit Balances: If a credit balance still exists on the student's account after the Return of Title IV calculation is completed, the credit balance will be used to pay any grant overpayment that exists



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based on the current withdrawal or any remaining institutional charges. Any remaining credit balance will be paid to the student within 14 days from the date that the Return of Title IV calculation was performed.

Post Withdrawal Disbursements: If a student did not receive all of the Title IV funds earned, a student may be due a post-withdrawal disbursement. If the post withdrawal disbursement includes Direct Loan funds, the Zorganics Institute must obtain the student's or parent's (in the case of PLUS Loans) permission before it can disburse the Direct Loan funds. A student or parent may choose to decline some or all of the Direct Loan funds, the student or parent do not incur additional debt. The Zorganics Institute may automatically use all or a portion of a post-withdrawal disbursement of grant funds for institutional charges. The Zorganics Institute needs to obtain permission from the student to apply Title IV funds for other educationally related expenses.

Post-withdrawal disbursements will be made from Pell Grant funds first if the student is eligible. If there are current educational costs still due the Zorganics Institute at the time of withdrawal, a Pell Grant post-withdrawal disbursement will be created to the student's account. Any remaining Pell funds will be released to the student without the student having to take any action. Any Direct Loan funds due in a post-withdrawal disbursement must be offered to the student or parent and the school must receive the student's authorization before crediting their account. The authorization is required to be sent to the student within 30 days of the date of Zorganics Institute determining the student's last date of attendance.

For students who are required to return Title IV aid in addition to the portion of aid the school is required to return, there is a 50% protection allowance on unearned Title IV student grants only. Loans would need to be repaid in full.

The requirements for Title IV program funds when a student withdraws are separate from any refund policy that the Zorganics institute may have. Therefore, the student may still owe funds to the Zorganics institute to cover unpaid institutional charges. The Zorganics institute may also charge the student for any Title IV program funds that the Zorganics institute was required to return.

Questions regarding Title IV Program

If you have questions about your Title IV program funds, you can call the Federal Student Aid Information Center at 1-800-4-FED AID (1-800-433-3243). Information is also available on Student Aid on the Web at www.studentaid.ed.gov

DISABILITIES AND ACCOMMODATION

ZORGANICS Institute is committed that no qualified handicapped person, by reason of his or her handicap, will be excluded from enrolling in a course of instruction or be subjected to discrimination based upon disability. Applicants, who are persons with disabilities, as defined in paragraph 104.3 of the regulation under Section 504 of the Rehabilitation Act of 1973, may apply for admittance into the program. However, all prospective students must meet standard admissions requirements.



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ZORGANICS Institute does not formally assess students under the standards of a traditional 504 plan (IEP/other). If an applicant for enrollment believes he or she may need accommodation during his or her program, he or she should advise an Admissions Associate prior to class start and must submit a written request for specific accommodation(s). The written request must include documentation of the student's official assessment (for example, an Individual Education Program (IEP) from the student's high school) and outline the specific accommodations requested. Should a student fail to request accommodation prior to the program start, he or she may submit a written request to the Institute Director at his or her Institute at any time; however, all requests should be made at least four weeks in advance of the date needed. Accommodation plans determined after the fact program start will be effective from the date determined moving forward.

All requests for accommodation will be reviewed by the Institute's Accommodation Coordinator and a determination of reasonable accommodations (if applicable) will be provided in writing prior to the start of the student's program and/or within two weeks of the official request for currently enrolled students.

Students requesting reconsideration of the decision regarding the request should contact Institute Management within one week of the date of the response. The student must provide a statement of why and how he or she believes the response should be modified.

Due to state licensing requirements and rigorous industry standards that are in place to protect the public, all students are required to meet the academic standards outlined in this catalog and/or as amended hereafter.

NON - DISCRIMINATION POLICY

Non-Discrimination Policy/Equal Opportunity Statement

ZORGANICS Institute does not discriminate and expressly prohibits any form of student or staff harassment based on ethnic origin, race, color, religion, sex, national origin, age, handicap or status as a military veteran. This policy applies to all aspects of operation including but not limited to educational opportunity, admissions and/or employment opportunities and benefits pursuant to the requirements of Title IX of the Educational Amendments of 1972, Public Law 92-318; the Rehabilitation Act of 1973, section 504, Public Law 93-112 and Title III of the Americans with Disabilities Act of 1990.

Enrollment requirement.

please bring and Complete the enrollment requirement and down payment of least 35% or pay in full for 10% DISCOUNT

- f) Letter of Recommendation: Find a person who is willing to tell us your strengths and how you would make a great cosmetologist, master esthetician, barber, esthetician, massage therapy, manicurist, instructor, etc.
- g) Financial Plan Letter: *How will you be paying for school? *How will you balance it with your living expenses?
- h) Copy of your government-issued ID (driver's license, passport, etc.) & proof of US citizenship/legal residency (US passport, etc.)



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- i) Copy of your Social Security card *Proof of HS/GED, college education, or its equivalent (diploma or official transcript)
- j) A letter of intent - why are you taking this program. What are you planning to do after you graduate?

CLASS PARTICIPATION

Unless contrary to the express written orders of the student's personal physician, all students must fully participate in all classes.

APPEARANCE/HYGIENE

1. Students are required to wear ZORGANICS Institute uniform supplies with black pants or skirts. Students are provided two white lab coats or shirts. In addition, black pants should be worn with a black, white, or black T-shirt. Students can wear a warm sweater under their shirts or lab coats.
2. Uniforms must always be clean and neatly pressed. Clothing that may be worn in addition to the uniform are a ZORGANICS Institute T-shirt or long sleeve black T-shirt. However, the uniforms must be seen at all times. Shoes may be any color with a crepe or rubber sole and must be limited to indoor use only. Please refrain from purchasing a shoe with a colored logo, stripes, or design.
3. Jewelry should be kept to a minimum, a watch and earrings are acceptable. No rings shall be permitted due to sanitation concerns and the potential damage to the client's or classmate's skin. ZORGANICS Institute encourages all valuables to be left at home, especially jewelry that is consistently removed. Additionally, no visual facial or body piercings. Facial piercings are required to be removed while in class.
4. Each student must present herself/himself in complete uniform before entering the school. This includes wearing makeup but not required. ZORGANICS mineral foundation, lipstick, lip liner, blush, eye shadow, eyeliner, and mascara.
5. Properly groomed hair is also required. If the hair is longer than chin length, a low ponytail, braid, or up-do is acceptable. If the hair is chin length and/or tends to fall toward the face, a headband is necessary. Hair ornamentation should be limited to black, white, or neutral ponytail holders or headbands. Hair is always required to be back: during Theory, Practical training
6. Nails must be no longer than fingertip length and neatly manicured. Clear or light natural tones are recommended for nail polish; however, polish is not required.
7. The strictest body and oral hygiene must be observed. Frequent bathing, the use of deodorants/antiperspirants, and regular oral hygiene (brushing teeth, mouthwash, breath mints) is fundamental.
8. ZORGANICS Institute requires no less than the appropriate attire and hygiene outlined in this form. Instructors will perform regular grooming checks to ensure adherence to this policy. Instructors will request any student not in full uniform to excuse himself/herself and return as directed. Any time missed will be required to be made up.
9. No food is allowed in the classrooms or clinic floors

PROFESSIONALISM



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1. A student's professionalism is evaluated and constitutes a portion of their grade.
2. Maintaining a professional environment at ZORGANICS Institute is imperative. Unprofessional behavior or failure to comply with school policies has its consequences. You may be excused from class, prohibited from attending graduation, or be dismissed from the program. ZORGANICS Institute reserves the right to take any necessary measures to ensure the maintenance of a professional and appropriate school administration.

Class start days, Holidays and school breaks 2024.

Class start dates for all programs.

Hours of operation 8am- 6:30 pm Mondays -Wednesdays Thursdays and Fridays

2023-2025	Start Date	End Date	Start Dates	End Dates	Start dates	End dates	Start dates	End dates
Barber	1/12/23	9/29/23	4/17/24	11/30/24	9/3/24	5/31/25	2/12/25	10/31/25
Hair Design	1/12/23	11/30/23	4/17/23	9/27/24	9/3/24	7/31/25	2/12/25	11/30/25
Cosmetologist	1/12/24	2/28/25	4/17/24	4/30/25	5/13/24	6/30/25	9/15/24	11/30/24
Manicurist	11/4/23	3/15/24	4/17/24	6/30/24	5/13/24	9/30/24	7/15/24	11/30/24
Esthetician	1/19/24	07/15/24	4/17/24	9/15/24	5/13/24	11/30/24	7/15/24	2/20/25
Master Esthetician	1/12/24	11/30/23	4/17/24	1/30/25	5/13/24	3/30/25	8/3/24	6/30/25
Massage Therapy	1/25/23	9/15/23	8/9/23	3/29/24	9/3/24	3/15/25	1/15/25	6/30/25
Instructor	1/26/23	5/31/23	5/22/24	8/31/24	8/3/24	11/30/24	11/1/24	2/28/25

Hours of operation 8am- 6:30 pm Mondays -Wednesdays Thursdays and Fridays



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Holidays:and other no school days

- Martin Luther King Jr. Day-
- President's Day-
- Easter-
- Memorial Day-
- Labor Day-
- June 19th
- Thanksgiving Day
- 4th July
- Veterans day

School Breaks:

- Teachers training 3/15, 4/10 4/11,4/12, 5/1,5/17,5/31, 6/28 8/16 9/18,10/30 11/29, 12/6
- July 4th
- Spring Break: 3/20 - 3/27
- Summer Break: 7/1 - 7/ 17
- Winter Break: 12/13 - 1/15

ORIENTATION

All new students are required to attend an orientation on or before the start of the program. Although students are given the policy book before applying to Zorganics Institute, the purpose is to inform, welcome and introduce new students to ZORGANICS Institute policies and procedures. The orientation has many topics discussed, including: institute rules and state regulations, state board exams, grading, attendance, theory classes, clinic floor work, satisfactory academic progress, student characteristics, clocking in and out, safety and first aid and project completions. Students are also given the opportunity to meet instructors, school staff, and other students and to ask questions about their training programs.

TUITION AND FEES

At ZORGANICS Institute tuition and fees are due by payment period as outlined in the student's contract and book and/or materials and supplies purchase agreements. In most instances, payment and/or financial aid/ payment arrangements must be made at or before the time a student enrolls. For those students who are eligible for financial aid, payments are due on the date the funds are processed from the government and received at the institute.

All students with balances not covered by financial aid may be offered a monthly payment plan. Monthly payments are due on the first day of each month. Payments received after that date may be charged a **\$25 late fee**. Payments should be received no more than 30 days after the student's start date.

All documentation required for financial aid should be submitted prior to the student's start date. Should financial aid arrangements change or become incomplete after a student's start date, new arrangements should be made within 30 calendar days of the student's start date. If financial aid is unavailable at or after that time, the student may be offered a payment plan based on the total amount due to the school. Prices are subject to change.

Institute policies-

ABSENCE POLICY



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Reporting absences are required for any and all absences, whether a student is absent for a full day or partial day, and the absence must be reported in advance. Any absence which is not reported using one of the methods listed below is considered unreported.

Unreported absences may result in disciplinary action.

Absentee fees can be incurred whether an absence is reported or unreported.

AN ABSENCE IS CONSIDERED REPORTED OR UNREPORTED:

Reported:

1. If a student will not be attending class, the students must notify the institute by calling (360) 392-8243 at least 15 minutes before scheduled class start time to let the staff know that they will not be attending class that day.
2. The absence is scheduled ahead of time using a "Request for Time Off" form (also known as "Prior Outs").
3. If a student must depart while already in attendance, the student notifies their instructor and the front desk that they are leaving for the day
4. Absentee fees can be incurred whether an absence is reported or unreported. Unreported absences may result in disciplinary action
5. To Waive student's absentee fees, the student can by providing documentation supporting the reason that caused the student to miss school. Reasons which documentation may be accepted include but may not be limited to: illness/hospitalization, required conferences or counseling, child safety concerns, closed daycare/child's school, court dates, probation appointments, DSHS appointments, veterinary appointments, collisions, arrests, or other documented circumstances* which makes it clear that the student was unable to attend due to the result. Documentation must be submitted in person, or email within 7 days of the relevant absence. At the discretion of the Director, documentation which is not submitted within 7 days may still be considered.
6. Accepted notes will waive absentee fees for the applicable date or date range indicated by the documentation. In order to be accepted, a note **must include all of the following**:
 - a. The student's full name
 - b. A statement or other notation of the circumstances
 - c. The date or date range that the student should be excused
 - d. The name and signature of the employee providing the note, and contact information for the company/organization.

For any circumstances that fall outside of the listed policy above, the School Director will solely determine if the circumstance warrants waiving absentee fees.

NO CHARGE HOUR POLICY:

ZORGANICS Institute is a clock-hour institution which expects all students to be in attendance according to their schedule, as will be expected of them when they enter their chosen field of employment. Students are also charged for absences which are not covered by a documented circumstance. However, we also understand that regardless of a student's efforts to



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be in attendance, students may sometimes be absent for an unforeseen or personal circumstance that they cannot provide documentation for. For this reason, a safety net is provided to students in the form of “No-Charge Hours”. Each student begins their enrollment with five (5) days’ worth of No-Charge Hours, to be determined according to the amount of hours scheduled for that student each day. **No charge hours** are automatically applied in increments of 15 minutes, to negate absence fees when the student would otherwise be charged.

COMPENSATION TIME POLICY

1. Compensation time may be granted to a student who is unable to take their lunch period, or is unable to leave at their normal scheduled time, when it is specifically due to performing a client service.
2. In order to receive compensation time, students should immediately report the need for comp time to their instructor during the same day that compensation time was earned. All compensation time must be approved by the instructor before it can be considered valid.
3. A student who is granted compensation time will be scheduled for an early departure, either on the same day or next scheduled day. The time of that early departure depends on the amount of time being compensated for.

For Example:- approved compensation time for a missed lunch period will result in the student being scheduled to leave 30 minutes early.

Expulsion policy

EXPULSION POLICY – CONDUCT VIOLATION

Students who may be expelled from their course for any action or conduct in which, according to the discretion of management, is disruptive to the school environment or otherwise reflects in any unfavorable way upon the institution.

Students who are expelled for conduct violations will not be allowed to re-enroll unless the institute administration can be assured that the issue which resulted in the expulsion has been and will remain corrected.

The reasons for dismissal may include, but are not limited to, the following situations/behaviors: but is not limited to:- habitual absenteeism, repeated insubordination, repeated appearance violations, five or more consecutive unreported absences, repeatedly hazardous practical performance, highly disruptive or aggressive behavior, harassment of students or staff, not following instructions for service procedure, making threats **of any kind** toward students or staff, making defamatory statements about the business in a public setting, alcohol possession or consumption on campus, gossiping, substance-induced intoxication of any kind on campus, possession or use of illegal substances, not wearing a facial mask during covid, consistent emotional instability which results in disruption to the course delivery, possession of weapons or stolen property, and other extreme or repeated policy violations.

- 30 days consecutive days of absence
- Failure to meet satisfactory progress standards and/or requirements and standards outlined by the Institute
- Failure to return from a leave of absence on or prior to the scheduled return date



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- Failure to successfully progress through the program according to the standards set forth in the maximum time frame policy
- Violation(s) of the law or unlawful acts while on Institute property and/or Institute-sponsored events or violations of the Institute's rules and regulations including, but not limited to, those listed in the conduct section of this catalog.
- Failure to make payment according to enrollment agreement, addendum(s), payment agreement, and/or other financial agreements with Zorganics Institute.
- Other violations of rules and/or regulations of the Institute as deemed necessary and for the good of the Institute or as otherwise deemed appropriate by Institute Management.

Harassment policy

Zorganics Institute maintains that all employees, students, and guests have a right to work and fully participate in an environment free of discrimination, which encompasses freedom from sexual harassment and sexual violence. Therefore, Zorganics Institute prohibits sexual harassment in any form, by or against employees, students, and guests of the Institute.

Sexual harassment is defined as unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to his or her use of drugs or alcohol or a disability. Sexual violence is a form of sexual harassment and is prohibited by Zorganics Institute rules as well as U.S. Department of Education Title IX regulations. Zorganics Institute and Title IX also prohibit gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping even if those acts do not involve conduct of a sexual nature.

Any employee or student who violates this policy will be subject to discipline up to and including termination from the Institute and its programs. Any guests who violate this policy will be counseled and may be required to leave the Institute's premises. Any person who was subjected to harassment will be apprised of his or her rights under this policy.

A partial list of conduct which may constitute sexual harassment includes:

- Unwelcome sexual advances, propositions, or comments
- Sexual flirtation
- Discussing sexual activities
- Commenting about an individual's body or physical appearance
- Displaying sexually suggestive pictures, cartoons or drawings
- Using unseemly gestures
- Using offensive language or telling sexually explicit jokes
- Sexting or sexual cyber bullying

Unnecessary touching

Retaliation against a student, employee, or guest for resisting or reporting sexual harassment



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- Peeping
- Threats
- Rape, sexual assault or sexual coercion

Unwanted physical contact

Sexual harassment is prohibited regardless of whether it occurs verbally, non verbally, via social media outlet, text message or email.

Sexual Harassment Grievance Procedure

Any employee or student who believes he or she has experienced sexual harassment or has witnessed sexual harassment by any employee or prospective employee, student or prospective student, or guest should bring the matter to the immediate attention of the Administrator who is the designated Title IX coordinator. If the complainant feels comfortable in confronting the harasser, the complainant should also inform the harasser that the harasser's attention is offensive to them. Zorganics Institute advises the complainant of his or her right to file a criminal report in instances of alleged sexual

violence. Zorganics Institute will not tolerate violations of this policy and strongly encourages victims of sexual harassment to report such harassment as soon as it occurs.

Internal grievance policy

INTERNAL GRIEVANCE PROCEDURE

Note: Nothing in this policy prevents the student from contacting the Department of Licensing at any time with a concern or complaint.

ZORGANICS INSTITUTE strives to meet the needs of its students as well as to create an environment that is educational, professional and student oriented and honest communication. The Institute encourages students to go directly to the instructor who oversees the program module in which they may have a concern. However, we understand that students may need additional support in resolving conflict. Therefore, if students require additional support, they should go directly to the INSTITUTE director, explain their concern, and the director will facilitate a prompt and unbiased resolution.

A student reserves the right to submit a complaint in writing to the attention of the school director.

ZORGANICS INSTITUTE shall respond to written student complaints in writing within ten - 10 days from when the complaint was submitted.

Zorganics Institute will do its utmost to reach a positive conclusion to any and all complaints over which it has control. All students have the right to make complaints with the state of Washington and or the accreditation body. However, it is requested that all students over afford the institute the opportunity prior to taking action . A separate copy of this policy is available upon request, See institute management during business hours.

Students and staff are encouraged to try to resolve any matters of dispute by discussing them with the student(s) and staff member(s) involved. If the matter cannot be resolved in this way, those with complaints may then file a grievance form or written complaint with the Institute Director or owners of ZORGANICS Institute. No grievance will be considered by management unless presented in this manner.



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FORMAL GRIEVANCES SHOULD INCLUDE

1. A brief description of the situation, including dates, times, and all pertinent information pertaining to the onset of circumstances.
 2. A list of actions taken by the student/staff member to deal with the situation, including dates, times, individuals involved and the outcome.
 3. Any steps the complainant is willing to take to resolve the situation.
 4. The specific resolution/s that the complainant is seeking or recommending.
- The school manager will meet with the complainant within 10 days of receipt of the written complaint. This meeting will be documented in the student's counseling record, and a copy given to the parties involved at the time of the meeting. If the grievance cannot be resolved by this process, it will then be referred to the school's grievance committee. In the event this is necessary:

- The school's grievance committee will meet within three (3) business days of receipt of the grievance and review the allegations.
- If more information is required from the complainant, a written letter outlining the additional information needed will be sent out.
- If no further information is needed, the grievance committee should act on the allegations and send a response letter to the complainant within fifteen (15) calendar days. The letter will address the steps taken to correct the problem, or information to show that the allegations were not warranted or based in fact.

If all other avenues have been exhausted and no solution has been reached, the grievance can be filed with the National Accrediting Commission of Career Arts and Sciences (NACCAS), whose contact information is listed below.

NACCAS Address: 3015 Colvin Street, Alexandria, VA 22314 Phone (703) 600-7600 www.naccas.org

Infraction policy

1. **For security reasons, students are only authorized to enter or exit the school through the Student Entrance.** Students MAY NOT enter or exit the building through the front door of the school or the security door in the Administration building, unless specifically authorized by staff, or while visiting outside of scheduled hours. Students found to be using these entrances without authorization may be issued an infraction.
2. **Tobacco and/or electronic cigarette use of any kind is STRICTLY PROHIBITED** anywhere on the school campus, including the parking lot and sidewalks surrounding the campus. Use of such products on campus may result in immediate suspension.
3. **Recording of Conversations on School Grounds: Pursuant to Washington State Law RCW 9.73.030, it is illegal for any person to intercept or record any private communications unless all parties involved provide consent.** It is expressly implied herein that no ZORGANICS Institute staff member provides verbal or written consent to be recorded. Therefore, without express consent, it is illegal to record any conversation or record video anywhere on the ZORGANICS INSTITUTE campus.

Types of communications which apply include: In-person conversations, telephone calls, electronic communications, as well as communications utilizing a device of any sort (electronic or otherwise) which is designed to record and/or transmit said communication, regardless of how the device is operated.

Cell Phone Policy:



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To ensure the privacy of our students, faculty, staff, and clients, cell phone use is prohibited in the classrooms, bathrooms, and hallways during scheduled class time, clinic, and makeup hours unless otherwise authorized by an instructor.

1. Students may use their cell phones for personal use during break periods or lunch, but must clock out and exit the building, unless otherwise allowed by an instructor for an educational purpose
2. Text messaging or emailing is not allowed during class time. Students may NOT use their cell phones on the clinic floor or within view of clients at any time.
3. An instructor or staff member reserves the right to remove any personal electronic devices that cause an interruption, distraction, and/or invade the privacy of others.
4. In extenuating circumstances (i.e. sick family member or child, important and necessary phone call, etc.), a student shall communicate with her/his instructor prior to class to start her/his need to keep phone on and in her/his possession.
5. The school does not provide a telephone for student use. In an emergency whereby a student must be reached by an outside party, the party may phone the school at 360.318-6411
6. The school will not verify to any outside party a student's status or verify whether or not they are in attendance without written permission by the student unless a student's health and safety are in question.
7. **The school is not responsible for lost or stolen student equipment or personal property.** Lockers are provided to students for the purpose of securing their personal property, and should be kept locked at all times.
Please inform friends and family members of this policy
8. All packages, bags and purses are subject to searches at any time it is deemed necessary.
9. The school requires that all areas be maintained in a clean and sanitary way. Students are required to perform sanitation duties on a regular rotating basis, which are overseen and confirmed by instructors.
10. The parking lot is not to be used as a break area—students should avoid congregating in the parking lot at all times.
11. A **zero tolerance** policy is observed in regard to weapons and/or theft of any kind. Any objects that could be used in such a way as to harm or threaten others may be considered weapons, depending upon the circumstances.
12. Students with weapons and/or stolen property in their possession **may be suspended or expelled as a result.**
13. Students must have instant hand sanitizer at their clinic station at all times.

14. Students **must hand in all financial aid paperwork on time** to the Financial Aid Director or they may be suspended until the paperwork is completed.

15. Students may be sent home for the day (suspended) for the following reasons:

- a. Disruptive or aggressive behavior;
- b. Refusal to follow directions given by staff or otherwise being combative (“Insubordination”)
- c. Refusing to take a client;
- d. Taking unauthorized breaks;



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- e. Failure to meet student appearance guidelines, or;
- f. Any continuous or severe policy violations which cause a disruption to the learning environment, or cause harm to the business, according to the discretion of staff.
- g. Taking phone calls while in the clinic floor or call
- h. Refusing to follow protocol during practical services

Leave of absence policy

LEAVE OF ABSENCE POLICY

A request for leave of absence must be submitted in writing and must include the specific reason for the leave of absence and the student's signature. A reason for "personal" will not be accepted. The request must be received in advance of the commencement of the leave of absence, unless:

- Unforeseen circumstances prevent the student from requesting the leave of absence in advance; and
- The leave of absence is requested within 14 calendar days of the last date of attendance. In this instance, the first day of the leave of absence will be the first day that the student was unable to attend school because of the related circumstances.

A student may request a Leave of Absence (LOA) for a maximum of one hundred eighty (180) calendar days, which must be first approved by the Institute director.. A student who wishes to request a LOA must follow the requirements of this policy, or it can not be approved. The institute reserves the right to accept or deny any leave of absence request. Leaves of Absence are intended to be utilized for the purpose of covering extenuating or unforeseen circumstances beyond the student's control and therefore, requests due to a desired vacation are not considered acceptable

Acceptable circumstances for which an LOA may be granted include but may not be limited to: Financial or family emergencies, lack of child care, lack of transportation, debilitating injury or illness, death or serious illness in the student's family, or other mitigating circumstances as determined by management.

1. If enrollment is temporarily interrupted for a leave of absence, the student will return to the institute in the same satisfactory academic progress status as prior to the leave of absence.
2. A student on an approved leave of absence will not incur any additional charges as a result of that LOA, and will not be included in the student's cumulative attendance percentage calculation. For example if a student was on a leave of absence for 60 days, the contract period and maximum time frame will be extended for 60 days.
3. A student returning from leave will return under the same progress under which they left. If a student does not return from leave of absence, that student will be considered to have withdrawn from enrollment on their last date of attendance, in accordance with institute policies.
4. Any changes to a student's contract period caused by a leave of absence will be confirmed by all necessary parties signing an addendum to the student's enrollment agreement, detailing the change in contract period and reason for the change
5. A leave of absence requested due to a student's medically determinable condition will be



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approved for up to the maximum allowable number of days (180 calendar days in a 12-month period), upon receiving a recommendation from a doctor, in accordance with federal regulations for extenuating circumstances (i.e. pregnancy, surgery, etc).

6. A student who is granted a leave of absence that meets the criteria in this policy will not be considered to have withdrawn from their enrollment, and no refund calculations will be required at that time.
7. A leave of absence extends the student contract period and maximum time frame by the same number of days taken in the leave of absence

If a leave of absence is granted to a student by ZORGANICS Institute *prior* to receiving a request which fulfills the guidelines in this policy, the reason for the decision will be documented in the student's file, and the required written request will be collected from the student at the closest available date. In this case, the approved leave of absence will be scheduled to begin on the first date the student was unable to attend based on the extenuating or unforeseen circumstances documented.

A personal leave of absence may not be granted to any student who is still in phase 1 or who has been enrolled for fewer than 30 days. Should a student need to leave school this early in their education, this student may be required to withdraw. Withdrawn students may apply for reinstatement at a later date in accordance with institute policies. If a medical leave of absence is approved during phase 1, the student may be asked to repeat Phase 1 upon returning from the leave of absence. Leaves of absence may not be granted to students enrolled in the *Master Esthetician* program prior to or during. Due to the nature of the course work, it is important the students in this program remain on schedule.

Lunch break policy

LUNCH BREAK POLICY

1. All student lunches are scheduled as half-hour (30 minutes) lunch periods. Students must always clock out at the beginning of their lunch period, and clock back in upon returning from lunch.
2. Lunch breaks are not optional, meaning all students who are scheduled for a lunch period **MUST** clock out for a 30 minute lunch, regardless of how the student utilizes those 30 minutes.
3. In the event that a student cannot complete a scheduled service in time for their scheduled lunch period, that student will be required to take their lunch immediately after that appointment is completed. If not possible refer to the compensation time policy

COMPENSATION TIME POLICY

1. Compensation time may be granted to a student who is unable to take their lunch period, or is unable to leave at their normal scheduled time, when it is specifically due to performing a client service.
2. In order to receive compensation time, students should immediately report the need for comp time to their instructor during the same day that compensation time was earned. All compensation time must be approved by the instructor before it can be considered valid.



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3. A student who is granted compensation time will be scheduled for an early departure, either on the same day or next scheduled day. The time of that early departure depends on the amount of time being compensated for.

For Example:- approved compensation time for a missed lunch period will result in the student being scheduled to leave 30 minutes early.

Student Clinic Services

Students may perform and receive services at 50 % discount, These services can be paid by cash , debit or credit card. Purchase of retail products at 25% plus applicable tax.

1. Student services must always be approved by the front desk or instructor prior to the beginning of the service to ensure proper booking and no interference with scheduling a client.
2. Students are not to perform services on other students, oneself, models or clients without prior approval front the instructor. Failure to get approval will result in disciplinary action.
3. After the service has been approved and performed. Submission of the completed form and receipt of payment must be immediately processed at the front desk.

Policies and procedures

POLICY REGARDING EXTERNSHIP OR INTERNSHIP PROGRAMS

Zorganics Institute offers students the opportunity to participate in internship programs determined by the Direct

and which does not exceed 10% of the total program clock hours. Prior to entering into the internship phase students must have passed all unit tests and academic finals, maintained attendance at or above 76%, satisfied all financial obligations including any fees and/or approved by the Director prior to entering into an approved contract with a salon/shop. All state mandated requirements regarding internships are required prior to accepting the documented clock hours through the internship program.

STATE LAW REGARDING EXTERNSHIP

WAC 308-20-091 Student credit for training in a licensed salon/shop. (1) A maximum ten percent of the total curriculum hours re- quired may be earned by a student in a licensed salon/shop under a contract approved by the department signed by the student, the school owner, and the salon/shop manager. (2) A copy of the signed contract shall be kept in the student file, kept on file at the salon shop and given to the student and shall be made available to the department on request. (3) Only those hours of instruction a student is given under the direction of a licensed operator in the contracted salon/shop and in the subjects agreed to in the con- tract shall be credited towards completion of the course of study required in RCW 18.16.100. (4) Students will not receive any wages or commission for hours of credit earned in a salon/shop. (5) Salon/shops shall provide weekly reports to the school and student with hours the student earned in each area of agreed training. (6) Weekly reports provided by salon/shops verifying hours a student earns in salon training must be included in student's records and recorded on student's monthly and final reports. (7) Licensed operators must be physically present where students are training. (8) Students in training must wear identification visible to the public that states that they are



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students in training. (9) Certified training hours expire three years after the last day of attendance. Any hours earned by a student that are more than three years old are considered by the department to be expired and will not be considered valid towards initial licensure

STUDENT SUPERVISION REQUIREMENTS FOR CLASSROOM / CLINIC FLOOR:Policy

Zorganics Institute is committed to providing a learning environment in which students and instructors attend together to ensure theory and practical hands - on skills are comprehend and attained in a timely manner. All students and instructors must be in attendance according to the classroom and clinic floor schedule. In the event an instructor is not able to attend to a student, **the instructor should notify the institute director** and the Institute director will attend to the student.

Only those classroom (theory) / clinic floor (practical) hours of instructions a student is given under the **direct supervision of an instructor/substitute teacher** will be counted as credible hours and recorded on the student's **monthly report** (day sheet)

All theory and practical studies attended and services provided by students must be supervised based on the student experience by instructors or substitute teachers while on campus.. Students must follow the schedule for theory (8am - 12 pm) and practical (1pm - 6pm) studies in order to earn the full credit hours on that day.

Students will be credited course hours only when they follow and attend the classroom /clinic floor hours as scheduled while on campus.

If a student does not attend a theory or practical lesson while on campus, the student will be marked as absent from class.

Students must notify the school before the start of class for the absence to be excused.

If a student is absent from class and the absent was not previously excused. Example for excused absences includes:- sickness, death in the family, accident, or jury duties, the student will be charged for unexcused absences.

The fee for unexcused absences is thirty dollars (\$30) per hour for the instructor to repeat instruction of the lesson. This amount must be paid before the student can attend to make-up for the missed lesson.

Per the signed contract agreement, when a student exceeds the contracted hours (maximum time frame); the student will be charged an over exit fee of \$30 an hour.

A student who violates this policy will be considered disruptive and insubordinate. The student might be suspended for a maximum of two weeks.

If the student is suspended, the student must present to the Institute director in writing (a minimum of 275 words) an acknowledgment and explanation of how the policy was violated. In the acknowledgment, the student will need to assure the Institute director the reasons leading to the violation have been resolved and such violation will not occur again in the future.

Substance abuse policy

DRUG AND ALCOHOL POLICY



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Health, beauty and wellness are an important part of the estheticians, cosmetologist, manicurist and massage therapy, barber, master esthetician, Advanced esthetics, Hair Design and instructor programs.

Use of drugs or alcohol or being under the influence of these substances is strictly prohibited and a basis for immediate dismissal. Substance abuse has many physical, psychological, and behavioral symptoms and side effects.

Drug and alcohol addiction affects not only the user but also the user's family and friends.

Addiction and substance abuse can also affect the work environment and potential for professional success. ZORGANICS Institute is supportive of students who pursue professional support and treatment for drug and/or alcohol abuse and addiction. Professional resources can be found in the ZORGANICS institute Campus Safety Handbook. ZORGANICS Institute prohibits the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the school's property, or a part of the school's activities. The ZORGANICS Institute will abide by all local, state, or federal laws governing the unlawful possession, use, or distribution of illicit drugs and alcohol. A student who shows signs of impairment or substance abuse may be required to do an observed drug test within the hour. The cost of the test will be at the student's expense (\$50-\$100). If the result of the test confirms alcohol intoxication, or any amount of marijuana, amphetamines, cocaine, opiates, hallucinogens, intoxicative inhalants or any other drug which is federally illegal or is not proven to be prescribed to the student, a substance abuse counseling program may be required before the student can return to the school. In the case of prescription drugs, due to reasons of safety, ZORGANICS Institute maintains the right to evaluate whether or not the student's condition is appropriate for training, regardless of physician's release. As in any case where a potential risk to safety is determined by staff, students whose prescriptions are clearly impairing them may be temporarily restricted from practical training or sent home for the day.

Social media policy

SOCIAL MEDIA CONDUCT POLICY

The rules of conduct as outlined in this catalog also apply to social networking activity.

Zorganics Institute students are expected to conduct themselves in a professional manner, as they will be expected to be when entering the professional world. Students are expected to show respect for the school, its employees, its ownership, fellow students, clients, guests, vendors and all competitors at all times, no exception.

The institute and its students must be committed to standing as an example of the best industry practices in social networking by being responsible citizens and community members, by listening and responding to feedback, and by always communicating in a courteous and professional manner.

Behavior and content that may be deemed disrespectful, dishonest, offensive, harassing or otherwise damaging to the school's interests or reputation is not permitted. The use of social media on company time for personal purposes is prohibited. Pictures, video recording, and audio recording on campus are also prohibited without prior approval and supervision by the management of the school.

ZORGANICS Institute employees maintain the right to monitor any student activity in social



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networks which references the school. Violation of these guidelines will result in disciplinary action and may include expulsion.

Student record and release policy

Right to Privacy and Access policy:

ZORGANICS INSTITUTE will not disclose any information pertaining to the student without written permission from the student to do so. If a student wishes information to be released for any reason, a release form must be signed by the student on each occasion that information is released. This record will be maintained as long as the student record is active per FERPA 99.32. If a student is a dependent minor, the ZORGANICS INSTITUTE will disclose information to the student's parents or legal guardian. The ZORGANICS INSTITUTE guarantees the right of a student and/or parents, if a student is a dependent minor, to have access to and receive an interpretation of student records at the time of review. Students should speak with or call the school director to schedule an appointment for this purpose.

ZORGANICS INSTITUTE is required to provide access to student records to the National Accrediting Commission of Career Arts and Sciences and to other agencies in relation to school accreditation and licensing.

FERPA POLICY

Family Educational Rights and Privacy Act of 1974 The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all institutions that receive funds under an applicable program of the U.S. Department of Education. FERPA gives parents certain rights with respect to their children's education records. These rights transfer to the student when he or she reaches the age of 18 or attends an institution beyond the high school level. Students to whom the rights have transferred are "eligible students." Parents or eligible students have the right to inspect and review the student's education records maintained by the institution. Institutions are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible students to review the records. The Institute will charge a fee of \$10 for copies. Parents or eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the institute still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information. The Institute must have written permission from the parent or eligible student in order to release any information from a student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;



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- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

The institute may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, the Institute will inform parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. The Institute notifies parents and eligible students of their rights under FERPA. If a student wishes to see his/her records, he/she should contact the school for the procedure to follow. Any questions under this act should be the office at (360) 392-8243.

DIRECTORY INFORMATION POLICY

Zorganics Institute reserves the right to publish honors and awards received by students on public media in compliance with FERPA.

Student sanitation duties and policy

STUDENT SANITATION DUTIES

ZORGANICS Institute position is to ensure all students actively participate and adhere to all safety, sanitation and disinfection standards set forth by the Washington State Cosmetology Board within the Washington State Law section: WAC 308-20-110 and the Department of Health. Each department has a specified list of sanitation and disinfection duties that are specified to their scope of practice and department to keep our school in compliance at all times. All students are required to participate in daily sanitation duties. *Instructors to monitor and grade students for sanitation*

Daily Sanitation Duties include the following areas and equipment, but may not be limited to:

- Laundry – Washing, drying, folding, storing
- Vacuuming / Mopping floors
- Cleaning mirrors
- Disinfecting stations
- Disinfecting all dispense areas
- Disinfecting all classrooms, door nobs
- Sanitizing carts, trays
- Cleaning wax pots
- Cleaning shampoo bowl / countertops
- Cleaning and disinfecting tools and equipment
- Cupboards, restrooms
- Emptying trash cans and disinfecting
- Laundry baskets
- Disinfecting all chairs
- Disinfecting all containers
- Ensuring all containers are properly labeled
- Having hand sanitizer at every station
- Empty all disinfectant all trash containers

Tardiness policy

TARDINESS / LATE ARRIVAL

On days that theory class is offered, roll call will begin at 10:15 AM. If a student arrives late, she or he must call the director or manager on duty by 9:00 AM and must arrive by 10:15 AM unless otherwise approved by the school director. When he or she calls, a time of arrival and reason for tardiness must be provided. Speaking to or leaving a message with the front desk or an instructor may not constitute calling in. Late students may not be allowed to join in the theory class and may be given another project to complete by the director or an instructor.



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EARLY DISMISSAL

Early dismissal may be allowed under certain circumstances and by approval by the Institute director or manager. Before early dismissal is approved, the front desk must also sign off. Students must complete the Early Dismissal form.

ADDITIONAL TIME

Under certain special circumstances, and with management approval, students may accrue additional hours on days that they are not regularly scheduled. This may be available to students who wish to finish their education in advance of their scheduled graduation date and who have maintained satisfactory academic progress. It may also be available to students who have fallen below satisfactory academic progress and need to improve attendance percentages. Approval for additional time will be determined on a case-by case basis, is at the discretion of the administration, and may require specific documentation substantiating the reason the student should be permitted to accrue additional hours. Circumstances that may be considered include, but are not limited to, military commitments, employment opportunities that require an earlier graduation date, moving out of the area, or medical considerations. Students are not permitted to accumulate more than 100% attendance until their final payment period

PLANNED AND UNPLANNED SCHOOL CLOSURE

Any planned school closures, such as closures for holidays, are built into student contracts. Unplanned closures, such as those for inclement weather, may be taken into account before over-contract fees are assessed. No make-up time may be granted for unplanned closures. For inclement weather purposes only, ZORGANICS Institute follows the guidelines of the Bellingham School District

ABSENCES DURING MASTER ESTHETICIAN COURSES

Due to the nature of the Master Esthetician course, it is necessary that students remain on schedule. Students are not to miss more than three class days during this portion of the course. Any absence should be made up during the same week as the missed day. Self-study of any missed coursework may be required. Students who miss more than three days during this portion of the course may be terminated from the program.

On-site days in the medical spa may not be made up, and as such, may not be missed. Students who miss on-site medical spa days may be terminated from the program.

EARLY DISMISSAL

Early dismissal may be allowed under certain circumstances and by approval by the Institute director or manager. Before early dismissal is approved, the front desk must also sign off. Students must complete the Early Dismissal form.

Zorganics Institute policies
Refund policy and collection

REFUND POLICY

- a) If a student is not accepted by the school, the student shall be entitled to a refund of all monies paid.



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b) A student or legal guardian cancels the contract and demands his/her money back in writing within 3 business days of signing the enrollment agreement, regardless of whether the student has actually started training. All monies collected by school are refunded, except non-refundable application fee for:-

A student cancels the contract after three business days of signing but prior to entering classes.

-Barber: \$100

-Cosmetologist: \$100

-Esthetician: \$100

-Hair Design \$100

-Instructor: \$100

-Master Esthetician: \$100

-Massage Therapy: \$100

-Manicurist: \$100

-processing fee \$78

Enrollment fees \$150

and orientation fee of \$300

c) Cost of books and equipment become the property of the student upon receipt. The full cost of the books, materials and supplies are the student's responsibility upon receipt. However, the student will receive a credit for any non-disbursed portion of student Books/material and supplies.

d) If ZORGANICS Institute is permanently closed or no longer offers instruction after a student has enrolled, the student shall be entitled to a pro-rata refund of tuition.

e) If a program is canceled subsequent to a student's enrollment, and before instructions have begun. The school shall at its option provide a full refund all monies paid or provide completion of the program.

f) Provide a pro rata refund for all students transferring to another institution based on hours accepted by the receiving school; or

ii) Provide completion of the course and/or program; or

iii) Participate in a teach-out agreement; or

iv) Provide a full refund of money paid.

g) All refunds shall be based on scheduled class hours, not hours attended.

Refunds will be calculated based on the student's last date of attendance.

h) If the amount that the student has paid is more than the amount that the student owes for the time he/she has attended, then a refund will be made within 30 days. If a student has received Title IV,, the school will allocate the refund in the following order: Direct Loan Program, Federal Parent Loan for Undergraduate Study (PLUS), Federal Pell Grant, State Funding, any other Title IV assistance, other federal, state, institutional, or private assistance to the student. If there is a balance due, the student is responsible for paying it.

i) Should a student withdraw or be terminated prior to graduation, an administrative fee of \$150.00, will be charged.



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- j) In case of a major illness or other life-altering circumstance, the Institute may make a settlement, which is reasonable and fair to both.
- k) This catalog complies with NACCAS policy.

ENROLLMENT TIME

Enrollment time is defined as the time scheduled between the actual starting date and the date of the student's last day of physical attendance in school. Any monies due the applicant or student shall be refunded within thirty (30) days from the withdrawal date, or in the case of a leave of absence, the earlier of the documented date of scheduled return or the date the student notifies the institution that he/she will not be returning.

REFUND POLICY/ RETURN OF FUNDS

The return of funds is based on "Earned" and "Unearned" aid at the time of withdrawal from a program. "Unearned" aid must be returned by the ZORGANICS Institute and by the student. For students who enroll and begin classes, the following schedule of tuition adjustments is authorized, less the \$178 registration fee and orientation fee of \$300

Percentage of scheduled enrollment time at notice of cancellation compared to total time of course:	Percentage of tuition and other instructional charges which the Institute may retain:
0.1% - 4.9%	20% of tuition Retained
5% - 9.9%	30% of tuition Retained
10% - 14.9%	40% of tuition Retained
15% - 24.9%	45% of tuition Retained
25% - 49.9%	70% of tuition Retained
50%- or over	100% of tuition Retained

WITHDRAWAL DEFINITION

For the purpose of determining a refund, a student is deemed to have withdrawn from a course of instruction when any of the following occur:

- i) the student notifies Zorganics Institute of withdrawal or of the date of withdrawal, whichever is later;
- ii) the school withdraws enrollment as provided in the Enrollment Agreement;
- iii) after fourteen consecutive calendar days of unexcused absence;
- iv) the student is expelled for behavior outlined in this catalog;
- v) the student does not return from leave of absence or notifies the school that he or she will not be returning from leave of absence.

Attendance is monitored on a regular basis. Review for withdrawal due to lack of attendance occurs at least once every calendar month.



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Students requesting to withdraw from enrollment should do so in writing or in person. The date of withdrawal will be determined by the postmark or date of presentation to the Institute Director. Students who withdraw from enrollment prior to program completion may pay an additional \$150 administration / withdrawal fee.

Any student withdrawing from ZORGANICS Institute must remove all of their Material and supplies and personal items from the institute premises, including items in their locker. ZORGANICS Institute will not be responsible for any items left on premise and reserves the right to dispose of any items, both material and supplies and personal items, left for more than 10 days.

Any unpaid tuition or fee balance remains upon withdrawal, official transcripts may not be released

A student who wishes to re-enroll after withdrawal, that student may be required to re-apply. Any student re-entering a program will enter at the same Satisfactory Academic Progress status at which they withdrew. Accrued hours expire after three years.

1. If an applicant is not accepted by the school, the student is entitled to a full refund of all monies with the exception of the non-refundable \$100 application fee and processing fee of \$78 and enrollment fee of \$ 150.
2. The school must refund all money paid if the applicant cancels within five business days (excluding Sundays and holidays) after the day the contract is signed or an initial payment is made, as long as the applicant has not begun training
3. The school may retain an established orientation fee equal to ten percent of the total tuition cost, or three hundred dollars, whichever is less, if the applicant cancels after the fifth business day after signing the contract or making an initial payment.
4. If training is terminated after the student enters classes, the school may retain the orientation fee established under (3) of this subsection, plus a percentage of the total tuition as described in the following table:
5. When calculating refunds, the official date of a student's termination is the last day of recorded attendance:
 - (a) When the school receives notice of the student's intention to discontinue the training program; or,
 - (b) When the student is terminated for a violation of a published school policy which provides for termination; or,
 - (c) When a student, without notice, fails to attend classes for thirty calendar days.
6. All refunds must be paid within thirty calendar days of the student's official termination date.

Repayment policy

PRIVATE LOANS

Students who choose to take a private loan should be aware of the following:

1. Private loans differ from lender to lender. It's important to ask questions when seeking a private student loan, so the borrower can compare loans and choose the one that best



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fits his or her needs.

2. Private loans are credit based; some students may need a cosigner to qualify. A co-signer is a person who agrees to assume responsibility for repaying the loan if the student fails to repay.
3. Students should plan ahead; know how much to budget for repayment.
4. The lender will send the borrower a disclosure statement for the loan to be disbursed. Students should review the disclosure statement for the loan to estimate what the monthly payments will be. Lenders will provide students with a repayment schedule.

Evaluation, graduation and financial aid

Employment assistance

Career Placement Assistance:

Although Zorganics Institute provides placement assistance, career guidance and opportunity referrals, it is primarily an educational institution, not a job service, and therefore may not guarantee employment. However, the Institute attempts to assist students and graduates in job-seeking skills and interview assistance, including, but not limited to, guidance on professional expectations, including conduct and appearance. While job placement is not guaranteed, there is an incredible opportunity to find gainful employment through Zorganics Institute at any Zorganics Salon and Spa location. Please speak to your Admissions representative for more information.

Zorganics Institute is dedicated to the success of its students as Massage therapists. Institute staff will aid current students and graduates seeking employment within the beauty industry. In addition, Zorganics Institute provides advising opportunities, reciprocity and endorsement information from Institute Management during regular business hours. Students and graduates may contact the Institute Management directly or may visit <http://www.zorganicsinstitute.edu/careers>, where available career opportunities are posted regularly.

Financial Aid overview and policies

FINANCIAL AID

Zorganics institute is approved for Financial aid.

Student financial aid is money that helps students pay the cost of education. Funds for this aid may be provided from several sources including federal and state government and local lending institutions. Most financial aid recipients receive their aid in a combination "package" composed of more than one type of aid program. U.S. citizens and eligible non-citizens who show financial need may be eligible for financial aid.

FINANCIAL DISCLOSURES

Over-Exit Charges

The enrollment agreement contract is based on a standard of regular attendance and includes



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regularly scheduled holidays, and a reasonable amount of personal time. A student who exceeds the end date on the enrollment agreement/contract will incur over-exit fees of **\$30.00** per hour, as stipulated in the enrollment agreement, for every additional hour needed to complete the program requirements. In situations of mitigating circumstances, a student may appeal.

All documentation required for financial aid should be submitted prior to the student's start date. Should financial aid arrangements change or become incomplete after a student's start date, new arrangements should be made within 30 calendar days of the student's start date. If financial aid is unavailable at or after that time, the student may be offered a payment plan based on the total amount due to the institute. Prices are subject to change.

METHODS OF PAYMENT

Payments to ZORGANICS Institute for tuition and related expenses may be made in a number of ways, including:

- i) Title IV disbursement
- ii) State Funding Program disbursements
- iii) Cash
- iv) Check
- v) Credit card
- vi) Money order/ cashier check
- vii) Grants and scholarships
- viii) Private loans.

GRANTS

While ZORGANICS Institute cannot directly offer Grants, the Institute can provide counseling and services towards acquiring from outside sources. Please contact the Admissions representative for more details.

PRIVATE LOANS

Students who choose to take a private loan should be aware of the following:

1. Private loans differ from lender to lender. It's important to ask questions when seeking a private student loan, so the borrower can compare loans and choose the one that best fits his or her needs.
2. Private loans are credit based; some students may need a cosigner to qualify. A co-signer is a person who agrees to assume responsibility for repaying the loan if the student fails to repay.
3. Students should plan ahead; know how much to budget for repayment.
4. The lender will send the borrower a disclosure statement for the loan to be disbursed. Students should review the disclosure statement for the loan to estimate what the monthly payments will be. Lenders will provide students with a repayment schedule.
5. ETPL (Federal Funds through WorkForce) Workforce development, tuition and funding assistance is available for those who are eligible.



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Once a student has been credit-approved for a private student loan, the lender will send the student borrower the following:

1. Application for Solicitation Disclosure - This will provide information about the range of rates, fees, and other terms that apply
2. Approval Disclosure - this notice contains the terms specific to the approved loan. The borrower has 30 calendar days to accept the offer. Upon loan acceptance, the borrower will be directed to complete a master promissory note.
3. Private Education Loan Applicant Self Certification Form - The applicant is required to complete a self- certification form and submit to the lender. Before submitting to the lender, the institution must provide information on the costs of attendance and the amount of financial aid available to the student.
4. Final Disclosure - Presented to the borrower after the loan is accepted and all required documentation is on file with the lender. This disclosure is made 3 business days before the loan is disbursed. The loan will not be disbursed until the 3 business days have elapsed. The borrower may cancel the loan within this 3 day period.

Note: ZORGANICS Institute does not have a “Preferred Lender List” of private loan lenders that we recommend to students. ZORGANICS Institute may, on the other hand, make suggestions towards students, graduates and their guardians/parents on how to obtain private loans.

LOAN COUNSELING

Prior to loan disbursement, all student loan applicants will be advised of their rights and responsibilities with regard to loans (and other financial aid funds) including but not limited to repayment requirements, sample repayment schedules, repayment options, and default counseling.

Students have the right to:

- Cancel the loan(s).
- Obtain a copy of the Master Promissory Note; this is a legal agreement to repay your loan under the terms stated.
- A notification of loan sale or transfer; your lender must notify you if your loan is sold or transferred to another organization. In the notification, you should have the new organization’s name, address, and contact information.
- Know the cost of the program chosen.
- Understand what criteria ZORGANICS Institute uses to award student financial options.
- Know the types of financial assistance that are available, including information on all federal, private, and institutional financial aid programs.
- Understand the criteria for meeting Satisfactory Academic Progress and maintaining financial aid eligibility.



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Loan Repayment Requirements

All loans require repayment by the borrower according to the terms of the Master Promissory Note. Repayment options may include deferment and forbearance options. Borrowers should contact their lender as needed.

Additional Financial Assistance Issues

ZORGANICS Institute participates in alternative funding options along with scholarships to qualifying students. For more eligibility details, application forms and deadlines, contact the Admissions representative during regular business hours.

CONTINUED ELIGIBILITY

All students must remain eligible for aid at all times; this includes but is not limited to Satisfactory Academic Progress standards. Changes in the student's status and other eligibility requirements will result in recalculation of the aid package, which may lead to a reduction or loss of awards. In the event the aid package is reduced or terminated, the student and/or guarantors will be responsible for all financial obligations to the Institute. This responsibility is assumed by the student and his or her guarantors regardless of the reason for the reduction or loss of eligibility.

FRAUD

It is illegal to falsify documents in an effort to secure federal or state funds for educational or other purposes. Intentional misreporting or misrepresentation of information on application forms and/or other documents is a violation of the law, is considered a criminal offense and will subject all parties involved to penalties under the U.S. Criminal Code. Tampering with grades and/or clocking in/out of another student and/or other time clock misuse is considered a misrepresentation of information and therefore may be considered fraud. Disciplinary action up to and including termination will result. ZORGANICS Institute will, in the case of fraud, suspected fraud or other criminal misconduct, make a referral to the U.S. Department of Education's Office of the Inspector General.

Eligible students who demonstrate they need financial assistance may be offered a combination of grants and/or loans. Grants are awards that students may not have to pay back as long as they remain in and complete school; however if a student withdraws, that student may be responsible to pay grant money back to the U.S. Department of Education. Loans are borrowed money that must be repaid with interest. To apply for financial aid, students must complete a Free Application for Federal Student Aid (FAFSA) as the primary needs analysis document. Any student interested in obtaining financial aid should visit or call the Financial Aid department.

ZORGANICS Institute, participates in the Title IV Federal Financial Aid Program. The U.S. Department of Education and the Office of Student Financial Assistance authorize this participation. Eligible students at ZORGANICS Institute, may apply for financial aid to assist in meeting their educational expenses. Programs include Federal Pell Grant and Federal Direct Loans.

ZORGANICS Institute, makes no representation that a student will receive any financial assistance. Individual need determines program eligibility. This need determination will comply with all Title IV Federal Financial Aid regulations. The regulations governing all federal financial assistance programs are subject to change. The Financial Aid department will have information regarding available programs and consumer information.

FINANCIAL AID COUNSELING



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Electing to take on the debt of a student loan is an important decision. Prior to taking out a student loan, students must complete Entrance Counseling. This can be completed in person in the Financial Aid department or online through the U.S. Department of Education's studentaid.gov website.

Upon completing or exiting a program, students must also complete student loan Exit Counseling. This can also be completed in person in the Financial Aid department or online at studentaid.gov.

METHODS OF DISBURSEMENT

All Federal financial assistance awarded by the school is disbursed according to Federal regulations.

Financial aid is disbursed based on payment period as outlined in the student's contract. Financial aid is first credited to the student's account balance. Should the amount of the disbursement exceed the balance on the student's account, the student may be refunded that amount by check. Refund checks may be signed for in person in the Financial Aid office or mailed to the address on file at the school. If the student prefers to leave a credit on the account, they must provide a voluntary authorization to do so. The Financial Aid department can provide the form to authorize the holding of a credit balance. The authorization will show how much the student wishes to hold and for what time period. The student has the right to cancel such authorization at any time.

Refunds will be issued within 14 days of the creation of the credit balance. Checks will be held in the Financial Aid office for 21 days, after which the check will be mailed the address on file. Refund checks are valid for 90 days. Should a check remain uncleared for more than 90 days, that check is considered void. A new check can be reissued at the request of the student up to 180 days after the issuance of the original check. After 180 days, if a check remains uncleared, the unclaimed funds will be returned to the U.S. Department of Education.

UPDATES TO THE FAFSA

Changes made to the FAFSA after enrollment may change student eligibility for federal financial aid. Before making changes to the FAFSA, a student should check with the Financial Aid Office.

DEPENDENCY STATUS

Should a student have a change in dependency status during an academic year, updates to their FAFSA may be necessary.

The FAFSA may be updated if:

- a) The student acquires a dependent child or children, either through birth, adoption or foster care.
- b) The student no longer has custody of a dependent child or children.
- c) The student is dependent and both parents pass away during the academic year.
- d) The FAFSA may not be updated for dependency status change due to marriage or divorce.

If a student re-enters a program after withdrawing, the student's dependency status must be updated.

VERIFICATION

The Department of Education reserves the right to ask for additional information to confirm data provided by the student or the parent on the FAFSA. This information must be provided to the Financial Aid Office at ZORGANICS Institute by the student or parent. Data to be verified can



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include income information, household size, number of family members in college, and other items. Documentation may include a verification worksheet, tax transcripts, W2 forms, proof of living arrangements, and may include other items.

If a student's FAFSA indicates that they are required to provide verification documentation, they should do so within 30 calendar days of the student's start date or the student may not be eligible to receive federal aid. A payment plan based on the total amount due to the school may be offered at that point.

Verification documents will be reviewed by Financial Aid staff members. Items in the FAFSA that do not match the information provided in the verification documents must be updated. Student eligibility for federal aid may be impacted by changes made due to the verification process.

PROFESSIONAL JUDGMENT

Occasionally, a student's current circumstances vary from those reported on the FAFSA, usually because income documentation relies on tax information from prior years and not from the student's or family's current situation. Under certain special conditions, the Financial Aid Director may perform a Professional Judgment to better align the FAFSA's data with the student's or family's ability to pay for their education. Special circumstances may include unemployment or change of employment that impacts income, divorce, death of a wage-earner such as spouse or parent of dependent student, change in child support arrangements, additional family members in college, legal proceedings, foreclosure, bankruptcy, extreme medical expenses, or other circumstances beyond the student's or family's control.

The use of professional judgment requires documentation such as a written budget from the student or family, income documentation, third party confirmation of legal proceedings, copies of bills, documents supporting education enrollment, signed statements of other parties, or other documents as requested.

Professional judgment extends only to one award year or to a specific period of time as designated by the Financial Aid Director. Should professional judgment be required for subsequent award years or periods of time, additional documentation may be required. The use of professional judgment is at the sole discretion of the Financial Aid Director.

DELINQUENT TUITION

Any student more than 30 days delinquent in payments to the institute may be suspended from school until payments are made. Any student more than 60 days delinquent in payments to the school may be terminated. Any student account more than 60 days delinquent may be turned over to the institution collection agency. The student will be responsible for all costs associated with collections. Should a student graduate or otherwise exit ZORGANIC Institute with a balance due to the school, that balance must be paid in full or a payment plan acceptable to the school must be in place within 30 days of the date of graduation or of withdrawal, in accordance with the withdrawal definition policy. If there is no payment, payment plan, or if the payment plan is not followed, the account may be turned over to the institution collection agency. The graduated or exited student will be responsible for any fees or accumulated interest associated with collections.

Graduation requirement

GRADUATION REQUIREMENTS

To graduate and receive a certificate from ZORGANICS Institute, the following are required:



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- Complete a minimum of the documented hours for the contracted course of study as required by the State of Washington and/or ZORGANICS Institute, whichever is higher.
- Complete all examinations, both written and practical and complete all assignments as outlined in the course description.
- Achieve a minimum cumulative average of 76% in practical and in theory.
- Fulfill all financial obligations to the Institute as stipulated in the enrollment agreement (contract), payment schedules, and addendums and/or as outlined by satisfactory payment agreement.

Upon graduation, a Graduate Survey will be distributed. All students are required to complete the Graduate Survey. It is the student's responsibility to ensure that all of his or her exams, curriculum, and other assignments are completed and to ensure that his or her financial obligations have been met prior to the completion of hours and exams. Failure to comply with payment agreement will deem the student in default and subject to all reasonable collection charges and/or attorney fees.

EMPLOYMENT ASSISTANCE

ZORGANICS INSTITUTE BEAUTY AND WELLNESS will assist in resume preparation, job interviewing skills, and job placement. ZORGANICS INSTITUTE BEAUTY AND WELLNESS does not guarantee employment. However, ZORGANICS INSTITUTE will maintain ongoing available jobs listings for graduates and alumni.

SAP Policy and procedures

SATISFACTORY ACADEMIC PROGRESS POLICIES

Definition of Satisfactory Academic Progress (SAP)

Students must satisfactorily complete a minimum number of hours (cumulative attendance percentage) toward their educational goals, must maintain a minimum grade average (cumulative grade average) based on time increments, and complete their program of study within 132% of the normal time frame of the program. This school defines its academic year as 900 hours and 30 weeks for all programs. A student's SAP in a program is reviewed and evaluated to determine if a student is progressing toward graduation.

SATISFACTORY ACADEMIC PROGRESS (SAP) POLICY

Satisfactory Academic Progress measures a student's progress in academics and attendance. ZORGANICS INSTITUTE satisfactory Academic Progress (SAP) Policy is consistently applied to all students enrolled in a specific NACCAS (National Accreditation Commission of Career Arts and Sciences) approved program and scheduled for a particular category of attendance (part-time, and full-time). The policy complies with the guidelines established by NACCAS and the federal regulations established by the U.S. Department of Education.

ZORGANICS Institute has specific standards students are expected to achieve to maintain SAP in their programs of study and to assure student progress toward graduation within a maximum time frame of 132% This policy outlines the criteria and procedures for the implementation of objective standards by which all future professionals shall be consistently evaluated to determine if they are making Satisfactory Academic Progress. The SAP policy is printed in the school catalog to ensure that all students receive a copy prior to enrollment. This policy applies to all students enrolled in the Barber, Cosmetologist, Massage Therapy, Esthetician, Manicurist, Master Esthetician, Advanced Esthetics, Hair Design and Instructor programs. This includes full-time or part-time students.

A student must maintain SAP in both attendance and academics (theory and practical) for



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continued enrollment in this institute. This policy will be applied uniformly for all future professionals regardless of program, schedule or payment plan. Students receiving funds under any Federal Title IV financial aid assistance programs or State funding must maintain satisfactory progress in order to continue eligibility for such funds.

ZORGANICS Institute Satisfactory Academic Progress policies adhere to the regulations defined by the United States Department of Education, 34 CFR 668.34.

Each student is required to maintain a minimum grade point average of 76% (the “qualitative” average) and a minimum attendance percentage of 76% (the “quantitative” average). SAP will be calculated for each evaluation period as listed on the table below. The qualitative average is the average grade, as a percentage, that the student received for theory and practical work attempted from the student’s start date to the end of that evaluation period. The quantitative average (attendance percentage) is calculated by dividing the total number of hours completed by the student from their start date to the end of that evaluation period by the number of possible hours that the student could have completed according to their course and schedule. This applies to all students in all programs and schedules.

An approved leave of absence will suspend the evaluation period until the student returns. The evaluation period will be extended for the same number of days as the leave of absence. A student returning from leave of absence will return to the same progress status at which they left. Temporary interruptions in education in the form of approved and excused planned time off lasting 3 days or more, as indicated in the Attendance Policies, may also not impact the evaluation period.

Any student who withdraws from the institute during any evaluation period and then returns at a later time will enter the institute at the same progress status at which they left.

Satisfactory Progress Report examples:

Example one.

Student ONE has the following grades at 450 hours:

Test 1= 86%

Test 2=79%

Overall Practical Grade: 91%

QUALITATIVE AVERAGE=85%

Student A has the following attendance record at 450 hours:

Hours Attempted=450

Possible Hours=470

QUANTITATIVE AVERAGE (attendance percentage)=96%

This student has achieved satisfactory academic progress. The student is passing until the next evaluation period.

Example two:

Student TWO has the following grades at 900 hours:

Test 1= 76%

Test 2= 91%

Overall Practical Percentage: 76%



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QUALITATIVE AVERAGE=87%

Student ONE has the following attendance record at 900 hours:

Hours Attempted=900

Possible Hours=1150

QUANTITATIVE AVERAGE (attendance percentage)=78%

This student has not achieved satisfactory academic progress for the quantitative average because the student's attendance percentage is below 76%. The student has failed SAP until the next evaluation period.

Measurement of Satisfactory Academic Progress:

GRADING: Students are assigned theory study and a minimum number of practical experiences. Theory is evaluated after each chapter of study. Practical assignments are evaluated as completed. Practical skills are evaluated according to the text or taught procedures and performance standards established by the state licensing agency and set forth in the practical skills evaluation criteria. Students must maintain a cumulative grade average at a minimum of 76% (C grade average) in order to be considered for making SAP and pass a final written and practical exam to graduate. Students must make up for failed or missed tests and incomplete assignments.

SATISFACTORY ACADEMIC PROGRESS REGARDING ACADEMIC PERFORMANCE

Qualitative factors determine academic performance using grades, and/or work projects completed, and/or comparable factors measured against the norm. The following factors are measured to determine academic progress in all ZORGANICS INSTITUTE approved programs:

- Written Test Grades
- Assigned Project Grades
- Workbook assignment
- Practical Assessment
- Professionalism

Assigned work will be evaluated and graded according to the following scale:

- 76% and Above Satisfactory
- 75% and below Unsatisfactory

Satisfactory Academic Progress Regarding Attendance SAP MONITORING PERIODS

Quantitatively, students are evaluated on attendance. A student must maintain an attendance rate no lower than 76% to be considered making SAP. In the case a negative SAP finding is due to absences because of mitigating circumstances such as death of a family member, illness, or injury, a student may appeal ZORGANICS INSTITUTE's decision. If the student prevails upon appeal, the student is placed on probation and the student is considered to be making SAP.

Evaluation and Determination of Satisfactory Academic Progress

Satisfactory Academic Progress Evaluation Reports are given during the student's respective program. Satisfactory Academic Progress Reports include the student's cumulative grade average and rate of attendance. The evaluation is based on the table below for each of the respective programs' scheduled hours. All evaluations will be completed within seven (7) institute business



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days following the evaluation point. Students who meet minimum requirements are considered to be making Satisfactory Academic Progress until the next scheduled evaluation. Copies of evaluations are provided to the student if they are not making the SAP and will also remain on file.

Satisfactory Academic Progress is monitored at the end of each student's evaluation period, based on the hours the student has attempted, as outlined below:

Program	Total hours	First payment period/ Weeks Evaluation	Second payment period/ Weeks Evaluation	Third payment period / EP	Fourth period/ EP
Barber	1000	450 / 15 weeks	900 / 30 weeks	1000 /33 weeks	N/A
Cosmetologist	1600	450 / 15 weeks	900 / 30 weeks	1200 /40 weeks	1600/53 weeks
Esthetician	750	300 / 10 weeks	600 / 20 weeks	750 / 25 weeks	N/A
Master Esthetician	1200	450 / 15 weeks	900 / 30 weeks	1200 /40 weeks	N/A
Manicurist	600	300 / 10 weeks	600 / 20 weeks	N/A	N/A
Massage Therapy	750	300 / 10 weeks	600 / 20 weeks	750	N/A
Instructor	600	300 / 10 weeks	600 / 20 weeks	N/A	N/A
Hair Design	1400	450 / 15 weeks	900 / 30 weeks	1400 /46 weeks	N/A

Course incompletes, repetitions, and Non-credit remedial courses, incompletes, and repetitions have no effect upon the ZORGANICS INSTITUTE's Satisfactory Academic Progress, For transfer students, SAP evaluation periods are based on scheduled, contracted hours.

SAP OUTCOMES

If a student achieves SAP in both the Qualitative and Quantitative averages, then that student is considered passing until the next scheduled evaluation. If a student does not achieve SAP in either the Qualitative and Quantitative average, the student is considered to have failed SAP until the next scheduled evaluation. SAP evaluation results are delivered to students during the SAP evaluation period by the School Director or Instructor. The student will be notified of any evaluation that could impact eligibility for federal aid. Copies are kept in the student's financial aid file and are available to the student by request.

PASSING

A student who achieves satisfactory academic progress may remain eligible for Title IV financial aid for that evaluation period.

FAILING

A student who does not achieve the minimum standards is no longer eligible for Title IV, HEA



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program funds, if applicable, unless the student is on warning or has prevailed upon appeal of the determination that has resulted in the status of probation.

Failing SAP, First Time:

A student who fails SAP for the first time may be put on warning status. Students who receive this status will continue on this status until their next SAP evaluation period. The student may remain eligible for Title IV financial aid. A student may re-establish Satisfactory Academic Progress by achieving 76% grade point average and an 76% attendance average by the next evaluation period. The Institute Director or Staff will work with students to determine what action must be taken to achieve these goals. Options may include attending school on unscheduled days to obtain additional hours or having additional tutoring or test-skill assistance.

Failing SAP, Second or Third Time:

Should a student fail SAP for an additional time he or she may be placed on probation or may be deemed ineligible to receive funding.

WARNING

Students who do not meet the minimum Satisfactory Academic Progress standards during an official evaluation period shall be placed on warning. During the warning period, a student is considered to be making satisfactory academic progress and will continue to be eligible for financial options if applicable. The student will be advised in writing that they are in warning along with the actions that are required to obtain Satisfactory Academic Progress by the next evaluation period.

If at any time of the next official evaluation period (end of warning period), the student has still not met both the academic and attendance requirements, he or she may be placed on probation or may be deemed ineligible to receive funding.

PROBATION

a) Students not making SAP at the point of withdrawal may apply for re-enrollment at ZORGANICS INSTITUTE and if accepted Students re-entering the institute will re-enter the same progress status as when they left.

b) The institute evaluates the student's progress and determines that the student did not make satisfactory progress during the warning or previous evaluation period; and

c) The student prevails upon appeal of a negative progress determination prior to being placed on probation; and

d) The institution determines that satisfactory academic progress standards can be met by the end of the subsequent evaluation period.

This institution evaluates the student's progress and determines that the student did not make satisfactory academic progress during the warning or previous evaluation period and the student prevails upon appeal of a negative progress determination prior to being placed on probation.

This institution develops an academic plan for the student that, if followed, will ensure that the student is able to meet the institution's satisfactory academic progress requirements by a specific point within the maximum time frame established for the individual student.

Students who fail to meet the minimum Satisfactory Academic Progress after a warning period, may be placed on probation and considered to be making satisfactory academic progress during the probation period, providing the student appeals the decision and the appeal is successful.



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Satisfactory Academic Progress Regarding:

APPEAL

Students are allowed to appeal a satisfactory academic progress determination

- a) Students may re-establish eligibility for financial options (if applicable)
- b) The reason for which the student may appeal, such as the death of a relative, an injury or illness of the student, or other allowable special circumstances.
- c) Students must submit documentation regarding why the student failed to make satisfactory academic progress at the next evaluation and what has changed in the student's situation.
- d) All appeals results are documented in the student's file.

In addition, only students that have the ability to meet the Satisfactory Academic Progress requirements by the end of the next evaluation period may be placed on probation and also must adhere to an academic plan implemented by the institution. Students who are on probation and progressing according to their specific academic plan will be considered making Satisfactory Academic Progress by the next evaluation. The student will be advised in writing of the actions required to achieve Satisfactory Academic Progress by the next evaluation.

If at the end of the probation period, the student has NOT met both the attendance and academic requirements to achieve Satisfactory Academic Progress or by the academic plan implemented, he or she will be determined as not making Satisfactory Academic Progress and will be deemed ineligible to receive funding.

To appeal a negative progress evaluation, the student should submit a letter to the Institute Director detailing the circumstances that lead to the negative progress evaluation and what has changed that will allow the student to achieve a positive progress evaluation by the end of the next evaluation period. Circumstances could include illness, injury or other medical concern, death or serious illness of a relative, family or legal concerns, or other special circumstances.

RE-ESTABLISHMENT OF SATISFACTORY ACADEMIC PROGRESS

Phase Requirements

To pass a phase of the course, a student must complete all exams and assignments in said phase as applicable to the course. The student must also achieve a minimum cumulative grade average in that phase of at least 76% practical and 76% theory. Failure to pass a phase of the course may result in termination from the course. All exams and assignments are required to be completed by the end of the phase in which the exam and assignments are scheduled, as applicable. Failure to make up an exam by the end of the phase may result in termination due to failure to pass the phase. In case of mitigating circumstances, a student may request an extension from Institute Management. Documentation is required and must be submitted with a request for extension typically within 48 hours of notification of failure.

EXAM MAKE-UP

If a student is absent on the day of an exam (written or practical), he or she should work with the educator to schedule a make-up exam. Make-up exams should typically be completed within three scheduled school days of his or her return to class and during times established by his or her educator. In order to maintain the credibility of the exam, the Institute may use an alternate exam for a make-up attempt. If the student has provided documentation to Institute administration, which determines the absence to be considered "valid" due to mitigating circumstances, the make-up exam will be considered a first attempt (i.e., the same grading scale and criteria will be used as were used during the original exam sitting).

Should the student fail to provide valid documentation, or should the absence be determined to be "invalid," the student will be able to take the exam.



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Make-up exams will count toward the student's cumulative grade average and therefore will impact the student's satisfactory progress determination in failure to make up an exam in accordance with the make-up policy.

STUDENTS EXCEEDING MAXIMUM TIME FRAME

The maximum time frame for completion is 132% of the course length.

The Institute requires a student to progress through the program toward graduation within an established time frame. Based on the Institute's requirement for 76% attendance, the maximum time frame during which students are to complete any course is 132% of the published course length. ZORGANICS Institute students are monitored and advised monthly regarding their attendance and academic achievements. A student who reaches the Maximum Time Frame for their program (132% of course length) will be withdrawn from the program. Students requiring additional time beyond the maximum time frame will be charged \$30.00 per clock hour to make up additional absent hours. Transferred students, accepted hours are assumed to be both attempted and completed for the purposes of determining maximum timeframe. The maximum time frame allowed for students to complete each course is stated below:

Course	Weeks	Maximum time frame	Scheduled hours	Maximum Time scheduled
Cosmetologist Full Time (30 hours/week)	54 weeks	67.5 weeks	1600	2025
Cosmetologist Part Time (23 hours/week)	92 weeks	115 weeks	2116	2645
Master Esthetician Full Time (30 hours/week)	40 weeks	50 weeks	1200	1500
Master Esthetician Part Time (23 hours/week)	69 weeks	86 weeks	1587	1983
Esthetician FullTime (30 hours/week)	25 weeks	55 weeks	750	937
Esthetician Part Time (23 hours/week)	35 weeks	65 weeks	1012	1265
Manicurist Full Time (23 hours/week)	22 weeks	25 weeks	600	750
Manicurist Part Time (23 hours/week)	35 weeks	44 weeks	805	1006
Massage Therapy Full Time (30 hours/week)	25 weeks	55 weeks	750	937
Massage Therapy Part Time (23 hours/week)	35 weeks	65 weeks	1196	1495
Barber Full Time (30 hours/week)	34 weeks	43 weeks	1020	1275
Barber Part Time (23 hours/week)	58 weeks	73 weeks	1334	1667
Instructor Full Time (30 hours/week)	20 weeks	25 weeks	600	750
Instructor PartTime (23 hours/week)	35 weeks	44 weeks	805	1006
Master Esthetics Full time (hours/ 30 weeks)	15 weeks	24 weeks	450	562



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Master Esthetics (part time 23 hours / weeks)	20 weeks	35 weeks	460	575
Hair Design full time(30 hours/ weeks)	44 weeks	56 weeks	1400	1750
Hair Design Part time(23 hours/weeks)	60 weeks	76 weeks	1750	2187

GRADING PROCEDURES

Students are assigned theory study and a number of practical experiences. Theory is evaluated after each unit of study. Students must maintain a practical and theory grade average of 76% and pass a final written and practical exam to be considered graduated.

Practical Grades

Practical skills are evaluated according to text procedures and performance standards established by the state licensing agency and set forth in the Practical Skills Evaluation Criteria.

Practical exams are graded using a rubric. Each section of the exam is passed or not passed. The overall grade is determined by dividing the total number of passed sections by the total number of sections. For example, if there are 10 sections of the test and the student passes 8 sections, the overall test grade will be 76%.

Services performed in the student clinic or spa will be assigned a pass-or-fail at the time that the service is performed. In order to earn a pass, the student must

1. Consult with an Educator before beginning the service.
2. Perform the service.
3. Demonstrate proper safety and sanitation (including cleaning up after the service).
4. Consult with the Educator after the service is complete.

There is no partial credit given on practical services. Educators are encouraged to comment on the quality of the practical work, but the quality of the work is not considered for passing or failing the service.

The student's overall practical grade for clinic services will be calculated by taking the total number of passed services out of the total number of services performed. For example, if a student has performed a total of 100 services and was assigned a pass for 94 and a fail for 6, that student will have a practical clinic grade of 94%. This in combination with the student's practical exam grades will equate to the student's total practical grade.

TEST GRADES

The theory test, Practical and homework are graded at 100% on a test. Any theory test may be taken up to three times if the test is not passed on the first attempt. The highest grade that may be recorded on additional attempts on a test is 76% (passing), even if a higher percentage is earned. If a student does not pass a test by the third attempt, then the highest non-passing grade may be the grade entered. If a student passes a theory test on the first attempt, a higher grade may not be entered unless the chapter is re-taught in theory class at a later date prior to that student's graduation.

MAKEUP TESTS

Tests may be made up within 30 calendar days if a student has an unscheduled absence at the time a test is given. If the test is not taken within 30 days of the original test date, the student may receive a "0" for that test. Exceptions may be made for students who were on an approved



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leave of absence when a test was offered. Tests may not be taken in advance of a leave of absence or scheduled absence. In the event a student fails the school's final examination, portions of the examination failed may be retaken after a required 7-day waiting period. A reexamination fee of **\$30.00** for each written or practical exam retake will be charged.

Once all criteria have been met, the student will need to submit to the Institute Director or Instructor a high-quality, typed, 250 (minimum) word essay describing how the topic of the missed chapter will relate to them in the Salon/Spa/ Med Spa/ Barber Shop.

HOMEWORK

Review questions or other assignments will be worth 10% of any test grade and are due on the day the original test is given.

FINAL EXAMS

Prior to taking the final exam, all theory subject tests offered to that point should be completed. All chapter tests must be completed before the final exam may be taken. A student who does not attend their scheduled final exam date, a **\$30.00** fee will be charged. Retaking the test is \$30

TRANSITION FROM PHASE 1 TO PHASE 2

Students are required to complete practical and all written exams in order to transition from Phase 1 to Phase 2 and perform services on members of the public. If a student is unable to pass these exams, he or she may be required to complete additional training or return to Phase 1. Should a student be unable to pass the Phase 1 exams after completing Phase 1 a second time, that student may be recommended for termination. Prior to taking the Phase 1 written exam, all theory subject tests offered to that point should be completed.

REQUIREMENT SHEETS

Requirement sheets must be filled out and signed by an instructor each day. Once requirements are entered into the computer, they may not be changed. If requirements sheets are not filled out or signed, any requirements completed that day may not be counted or entered into the system. This may result in additional required time in order for the student to complete all requirements.

COMPLETION OF ASSIGNMENTS

Students are assigned project sheets as they progress through learning to help encourage and improve practical skills. It is important that students consistently complete these assignments throughout the program.

At 100 clock hours prior to completion of the program, students are required to show that all requirement sheets, project sheets and portfolio projects have been completed. If these are not complete at that time, the student may be suspended for up to one week per requirement sheet or project sheet or until the requirement or project sheets are completed, whichever comes first. If the student is suspended, these hours may not be made up. Over-contract fees may apply. Should the student be unable to complete the requirement or project sheets during the suspension, the student may be terminated.

NAME TAGS

All students are required to wear the ZORGANICS Institute designated name tag and uniform at all times.



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Educators and Administration have the discretion to determine what is appropriate and may ask students to remedy their appearance and/or may send students home for the day when it is determined that attire is inappropriate.

Students who have a specific medical or religious need to alter the dress code must seek approval and documentation from the Institute's Representative. For additional information and to request referral to the Institute Representative, students should see an Admissions Representative

CAMPUS CRIME AND SAFETY REPORT and RECEIPT:

ZORGANICS Institute wants to ensure that students, staff, and clients/guests of our campus are safe and protected at all times. The doors to our business will remain unlocked during regular business hours. Therefore, all occupants are advised to alert campus management of anything or any person they feel may be a threat or may hinder the protective work/educational environment. All students and staff have a duty to warn the school's campus manager (or an available administrator) of any violation of the school's policies and procedures which would in any way place the students, staff and/or customers in harm's way.

ZORGANICS Institute is equipped with fire safety equipment including but not limited to fire extinguishers and fire alarms. Smoke detectors, sprinklers and/or security alarm systems are also present. In our effort to provide a safe and protective environment, ZORGANICS Institute students and staff are encouraged to educate themselves on basic safety and crime prevention practices. Students and/or staff found to be engaging in any kind of criminal activity, including violations of the Drug Free Schools and Communities Act of 1989 will be subject to disciplinary action up to and including expulsion or termination. Crimes will be recorded on the crime report log, which is available for review upon request.

There have not been any crimes on the campus since 2018 when the school opened.

Reporting of Crime Information

In case of emergency call 911

Owner/Institute Director

Frida Emalange. 360.746-9609

fridaemalange@yahoo.com

Emergency and fire evacuation procedures:

Stay calm and quiet.

Listen for orders from your instructors.

Form a single-file line.

In case of heavy smoke, crouch to knee level.

Exit signs are located throughout the school and hallways.

Exit the building through stairwells and out, away from the building.

Winter storm and closings

We are aware that many of our students travel from various places to attend school. It is important that student safety extends beyond the perimeter of our campus and that students use their best judgment when choosing to travel to and from school during inclement weather



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conditions.

Any cancellation can be access on the website www.zorganicsinstitute.edu/new

CAMPUS COUNSELING- Mental Health, and Other Student/Staff Services for Victims

ZORGANICS Institute does not offer on-campus counseling or mental health services; however, in the event a student is having difficulty with regard to a personal issue, Zorganics Institute staff may provide referral information, The institute is required by its accreditation agencies to maintain a record of professional referrals made. Such records are kept confidential and are maintained with the student's right to privacy in mind. Students and staff needing assistance are encouraged to contact one or more of the following agencies

Selected programs of study at Zorganics Institute are approved by the Workforce Training and Education Coordinating Board's State Approving Agency (WTECB/SAA) for enrollment of those eligible to receive benefits under Title 38 and Title 10, USC.

Zorganics Institute does not and will not provide any commission, bonus, or other incentive payment based directly or indirectly on success in securing enrollment or financial aid to any persons or entities engaged in any student recruiting or admissions activities or in making decisions regarding the award of student financial assistance.”

Note: *This applies per USC 3680A(d)(1) for each program/concentration/track offered at the school. Schools Should limit student enrollment to 85% veteran enrollment for each separately approved educational or vocational objective. In the event that a veteran wishes to enroll in a program that has already reached the 85% cap, he or she may do that but will not be eligible for VA funding. Chapter 35 and 31 students may still enroll even if the 85 percent has been realized*

Prior credits: if a student transfers from a school, the student must provide a transcript and demonstrate be able to demonstrate in order for the credits to be accepted. T

Prior credits: To transfer credits from another school, students must provide a transcript and pass a proficiency test. The test will be based on the courses they took at their previous school, and they must score at least a 76% to pass. The courses they took must also be equivalent to courses offered at Zorganics Institute.

Academic Advising: students can reach out to Frida Emalange for academic advising by scheduling an appointment.

This school will not:

Prevent the students enrollment; Assess a late penalty fee to;
Require students secure alternative or additional funding; Deny their access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution. However, to qualify for this provision, such students may be required to: Produce the Certificate of Eligibility by the first day of class;
Provide written request to be certified; Provide additional information needed to properly certify the enrollment as described in other institutional policies

Religious Accommodation: The Zorganics Institute will make good faith efforts to provide reasonable religious accommodations to students who have sincerely held religious practices or



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beliefs that conflict with a scheduled course/program requirement. Students requesting a religious accommodation should make the request, in writing, directly to their instructor with as much advance notice as possible. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class. Students are responsible for obtaining materials and information provided during any class missed. The student shall work with the instructor to determine a schedule for making up missed work.

CAMPUS COUNSELING- Mental Health, and Other Student/Staff Services for Victims

ZORGANICS Institute does not offer on-campus counseling or mental health services; however, in the event a student is having difficulty with regard to a personal issue, Zorganics Institute staff may provide referral information, The institute is required by its accreditation agencies to maintain a record of professional referrals made. Such records are kept confidential and are maintained with the student's right to privacy in mind. Students and staff needing assistance are encouraged to contact one or more of the following agencies

MENTAL HEALTH / EMERGENCY HOTLINES:

National Suicide Prevention Lifeline:
Call 1-800-273-8255
Available 24 hours every day

Whatcom Behavioral Health Advisory:
Crisis hotline 1-800-584-3578
Triage center 1-800-584-3578

Compass Health Crisis Prevention:
1-360-752-4545

National Suicide Prevention Hotline:
1-800-273-8255 (Espanol) 1-888-628-9454

Hearing/ Speech Impaired (TTY)
1-800-799-4889

Washington Recovery Helpline:
1-866-789-1511
TTY 1-206-461-3219

Rape Abuse and Incest National Network:
www.rainn.org
1.800.656.HOPE

WA Warm Line:
[1-877-500-9276](tel:1-877-500-9276)
Wed, Fri, Sat, 5-9 PM

Your Life Your Voice
Teen and Young Adult Hotline:
1-800-448-3000

Teen Link:
1-866-833-6546
-a confidential helpline for teens (evenings 6-10 PM)

Planned Parenthood:
www.plannedparenthood.org
1-800-799-7233

National Domestic Violence Hotline:
www.ndvh.org

National Mental Health Association
www.nmha.org 1-800-969-6642



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BARBER

CIP Code: 12.0402

SOC CODE: 39-5011.00

Certificate Program

Clock Hours:1000

DESCRIPTION AND OBJECTIVES:

ZORGANICS Institute Barber program covers 1000 hours of state- required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Barber. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all services normally offered in the Barber profession.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: Lectures, demonstrations, and lab work. Training will include a combination of live models and mannequins. The BARBER course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of the hair. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. Because trends and tools within the field are constantly changing, ZORGANICS Institute updates the course content and the teaching methods to address those trends

PROGRAM LENGTH: 1000 hours Intended time to complete the Barber program attending full time is 8.5 months.

ON-TIME COMPLETION RATE: This program has not been offered in 2020 [here] of Barber graduates completed their program according to the time frame on the contract between [2020] and [2021] as compared to the total number of graduates who completed their program in the same time frame.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk/> and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. The following SOC codes are related to ZORGANICS Institute:

SOC CODE: 39-5011.00
OCCUPATION: Barber

CIP CODE: 12.0402

ESTIMATED COST FOR BARBER: The costs listed below are estimated figures of the total cost of attendance which does not include expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**



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NOTE: ZORGANICS Institute does not offer on-campus housing. The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees:

Tuition: \$15,708.00

Materials & Supplies: \$1,895.00

Books: \$650.00

Orientation Fee: \$300.00

TOTAL: \$18,553.00

Other Fees : Application Fee 100 & Processing Fee = \$78

Registration fees = \$150

BARBER –CAMPUS Course- Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total Hours
Orientation	6	0	6
The History of Barbering	5	5	10
Life Skills	5	0	5
Professional Image	5	0	5
Infection Control: Principles and Practices	3	27	30
General Anatomy and Physiology	30	0	30
The Skin- Structure, Disorders, and Diseases	10	0	10
Properties and Disorders of the Hair and Scalp	37	40	77
Treatment of the Hair and Scalp	15	15	30
Men's Facial Massage and Treatments	5	15	20
Shaving and Facial-Hair Design	10	30	40
Men's Haircutting and Styling	38	225	263
Men's Hair Replacement	4	30	34
Women's Haircutting and Styling	30	180	210
Preparing For Licensure and Employment	10	0	10
Safety, Sanitation & First Aid	16	120	136
The Business of Barbering	5	0	5
Communicating for Success	5	0	5
The Healthy Professional	5	0	5
Chemistry and Chemical Safety	11	0	11
Electricity and Electrical Safety	11	0	11
Career Planning	10	15	25
On the Job	5	0	5
The Beauty Business	5	0	5
State Board Preparation	2	10	12
Grand Total Hours	288	712	1000



BARBER- HYBRID Course – Breakdown of State Required Hours

SUBJECT:	<u>Theory Hours</u> Campus	<u>Theory Hours</u> Online	<u>Practical Hours</u> Campus	<u>Practical Hours</u> Online	Total Hours
Orientation	3	3	0	0	6
The History of Barbering	2.5	2.5	2.5	2.5	10
Life Skills	2.5	2.5	0	0	5
Professional Image	2.5	2.5	0	0	5
Infection Control: Principles and Practices	1.5	1.5	13.5	13.5	30
General Anatomy and Physiology	15	15	0	0	30
The Skin- Structure, Disorders, and Diseases	5	5	0	0	10
Properties and Disorders of the Hair and Scalp	18.5	18.5	20	20	77
Treatment of the Hair and Scalp	7.5	7.5	7.5	7.5	30
Men’s Facial Massage and Treatments	2.5	2.5	7.5	7.5	20
Shaving and Facial-Hair Design	5	5	15	15	40
Men’s Haircutting and Styling	19	19	112.5	112.5	263
Men’s Hair Replacement	2	2	15	15	34
Women’s Haircutting and Styling	15	15	90	90	210
Preparing For Licensure and Employment	5	5	0	0	10
Safety, Sanitation & First Aid	8	8	60	60	136
The Business of Barbering	2.5	2.5	0	0	5
Communicating for Success	2.5	2.5	0	0	5
The Healthy Professional	2.5	2.5	0	0	5
Chemistry and Chemical Safety	5.5	5.5	0	0	11
Electricity and Electrical Safety	5.5	5.5	0	0	11
Career Planning	5	5	7.5	7.5	25
On the Job	2.5	2.5	0	0	5
The Beauty Business	2.5	2.5	0	0	5
State Board Preparation	1	1	5	5	12
Grand Total Hours	144	144	356	356	1000



ZORGANICS INSTITUTE BEAUTY AND WELLNESS

COSMETOLOGIST

SOC CODE: 39-5012.00

Certificate Program

Clock Hours:1600

ZORGANICS Institute Cosmetologist program covers 1600 hours of state-required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Cosmetologist. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all Cosmetologist services normally offered in the profession.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: This course will train students in cutting, styling, and chemical processing of the hair and provide a basic introduction to manicuring and esthetics. Lectures, demonstrations, and lab work. Training will include a combination of live models and mannequins. The Cosmetologist course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of the hair, skin and nails. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. Because trends and tools within the field are constantly changing, ZORGANICS Institute updates the course content and the teaching methods to address those trends.



EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> / and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. Occupation: The Hairstylist, following Colorist, SOC codes are related to ZORGANICS Institute: salon manager, salon owner, product sales rep.

SOC CODE: 39-5012.00

Occupation: Hairdressers, Hairstylists and Cosmetologists

ESTIMATED COST FOR COSMETOLOGIST NOTE: ZORGANICS Institute does not offer on-campus housing. The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**

COSMETOLOGIST-1600 HOURS

Tuition:\$21,660.00



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Materials & supplies:\$4650.00
 Books:\$850.00
 Orientation fees: \$300.00
TOTAL:\$27,310.00
 Other Fees : Application Fee 100 & Processing Fee =\$78
 Registration fees=\$150

COSMETOLOGIST - CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total hours
<u>Esthetics - 100 HOURS</u>			
Facials	22.5	20	42.5
Temporary Hair Removal	15	2.5	17.5
Skin Structure, Diseases & Disorders	20	0	20
Make up	10	10	20
<u>Manicuring - 100 HOURS</u>			
Manicuring	8.25	28	36.25
Pedicuring	8.25	40	48.25
Nail Structure, Diseases & Disorders	15.5	0	15.5
<u>Hair Care - 1400 HOURS</u>			
Orientation	6	0	6
Shampooing/ conditioning	15	15	30
Properties of Hair/Scalp Structure & Analysis	15	15	30
Scalp/Hair Diseases & Disorders	10	0	10
Hair Cutting	25	225	250
Anatomy & Physiology	30	0	30
Cut/Trim Facial Hair	3	20	23
Principles of hair design	20	0	20
Thermal Style	20	105	125
Wet Style	20	140	160
Dry Style	3	137	140
Style Aids	12	0	12
Artificial Hair/ wig and addition	10	47	57
Safety, Sanitation & First Aid	16	120	136
Laws and Regulations	10	0	10
Hair Coloring /Bleach	20	125	145
Permanent Waving	30	80	110
Chemical texture services Relaxing,	25	18	43
Business Practices	20	0	20
Infection Control	15	0	15
Chemistry	8	0	8
Electricity	8	0	8
State Board Prep	2	10	12
Grand Total Hours	442.5	1157.5	1600



COSMETOLOGIST-HYBRID Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours Campus	Theory Hours Online	Practical Hours Campus	Practical Hours Online	Total hours
Esthetics - 100 HOURS					
Facials	11.25	11.25	10	10	42.5
Temporary Hair Removal	7.5	7.5	1.25	1.25	17.5
Skin Structure, Diseases & Disorders	10	10	0	0	20
Make up	5	5	5	5	20
Manicuring - 100 HOURS					
Manicuring	4.25	4.25	14	14	36.5
Pedicuring	4	4	20	20	48.25
Nail Structure, Diseases & Disorders	7.75	7.75	0	0	15.5
Hair Care - 1400 HOURS					
Orientation	3	3	0	0	6
Shampooing/ conditioning	7.5	7.5	7.5	7.5	30
Properties of Hair/Scalp Structure & Analysis	7.5	7.5	7.5	7.5	30
Scalp/Hair Diseases & Disorders	5	5	0	0	10
Hair Cutting	12.5	12.5	112.5	112.5	250
Anatomy & Physiology	15	15	0	0	30
Cut/Trim Facial Hair	1.5	1.5	10	10	23
Principles of hair design	10	10	0	0	20
Thermal Style	10	10	52.5	52.5	125
Wet Style	10	10	120	120	160
Dry Style	1.5	1.5	68.5	68.5	140
Style Aids	6	6	0	0	12
Artificial Hair/ wig and addition	5	5	23.5	23.5	57
Safety, Sanitation & First Aid	8	8	60	60	136
Laws and Regulations	5	5	0	0	10
Hair Coloring /Bleach	10	10	62.5	62.5	145
Permanent Waving	15	15	40	40	120
Chemical texture services Relaxing,	12.5	12.5	9	9	43
Business Practices	10	10	0	0	20
Infection Control	7.5	7.5	0	0	15
Chemistry	4	4	0	0	8
Electricity	4	4	0	0	8
State Board Prep	1	1	5	5	12



ZORGANICS INSTITUTE BEAUTY AND WELLNESS

Grand Total Hours	221.25	221.25	578.75	578.75	1600
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ESTHETICIAN

CIP CODE: 12.0409

SOC CODE: 39-5094.00

Certificate Program

Clock Hours:750

ZORGANICS Institute Esthetician program covers 750 hours of state- required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Esthetician. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all Esthetician services normally offered in the profession. Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures

DESCRIPTION: This course will train students in skin care with an emphasis on facials, makeup application, and waxing. Lectures, demonstrations, and lab work. Training will include a combination of live models and mannequins. The esthetician course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of the skin. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. Because trends and tools within the field are constantly changing, ZORGANICS Institute updates the course content and the teaching methods to address those trends.

PROGRAM LENGTH: 750 hours Intended time to complete an Esthetician program attending full time is 6.25 months.

ON-TIME COMPLETION RATE: 100% licensure rate 100% and placement rate 100% in 2020. Less than 10 students completed the program in [2019]-[2020]. The number who finished within the normal time has been withheld to preserve the confidentiality of the students.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents the occupational classification which links a particular area of study or educational program. CID codes 12-0490 are related to Esthetician:

- SOC CODE: 39-5094.00 CIP CODE: 12.0409
- OCCUPATION: Esthetician Skin Care Specialists, salon and spa owners, salon managers.

ESTIMATED COST FOR ESTHETICIAN: The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**

Esthetician:750 Clock Hours

Tuition:\$12,630.00

Materials & supplies:\$1,965.00

Orientation Fee:\$300.00

Books:650.00

TOTAL:\$14,895.

Application Fee & Processing Fee =\$178



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Registration fees=\$150

ESTHETICIAN- CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total Hours
Orientation	6	0	6
Career Opportunities and History of Esthetics	3	0	3
Anatomy and Physiology	15	0	15
Physiology and histology of the Skin	17	0	17
Disorders and Diseases of the Skin	10	0	10
Skin Analysis	29	34	63
Skin Care Products: Chemistry, Ingredients and Selection	15	0	15
Manual and Machine Facials	108	215	323
Hair Removal	16	70	86
Makeup Essentials	5	10	15
Advanced Topics and Treatments	5	0	5
Body Treatments	5	28	33
Sanitation	15	40	55
First Aid	2	5	7
Infection Control	3	0	3
Chemistry & Chemical Safety	11	0	11
Electricity & Electrical Safety	11	0	11
Safety	20	5	25
Business Practices	10	20	30
State Board Preparation	2	10	12
Grand Total Hours	313	437	750



ESTHETICIAN- HYBRID Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours Campus	Theory Hours Online	Practical Hours Campus	Practical Hours Online	Total Hours
Orientation	3	3	0	0	6
Career Opportunities and History of Esthetics	1.5	1.5	0	0	3
Anatomy and Physiology	7.5	7.5	0	0	15
Physiology and histology of the Skin	8.5	8.5	0	0	17
Disorders and Diseases of the Skin	5	5	0	0	10
Skin Analysis	14.5	14.5	17	17	63
Skin Care Products: Chemistry, Ingredients and Selection	7.5	7.5	0	0	15
Manual and Machine Facials	54	54	107.5	107.5	323
Hair Removal	8	8	35	35	86
Makeup Essentials	2.5	2.5	5	5	15
Advanced Topics and Treatments	2.5	2.5	0	0	5
Body Treatments	2.5	2.5	14	14	33
Sanitation	7.5	7.5	20	20	55
First Aid	1	1	2.5	2.5	7
Infection Control	1.5	1.5	0	0	3
Chemistry & Chemical Safety	5.5	5.5	0	0	11
Electricity & Electrical Safety	5.5	5.5	0	0	11
Safety	10	10	2.5	2.5	25
Business Practices	5	5	10	10	30
State Board Preparation	1	1	5	5	12
Grand Total Hours	154	154	218.5	218.5	750



ZORGANICS INSTITUTE BEAUTY AND WELLNESS

MASTER ESTHETICIAN

CIP CODE: 12.0404
Certificate Program

SOC CODE: 39-5094
Clock Hours:1200

ZORGANICS Institute Master Esthetician program covers 1200 hours of state- required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Master Esthetician. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all Master Esthetician services normally offered in the profession.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: This advanced course will train students and graduates in skin care with an emphasis on facials, makeup application, and waxing. In addition, it will provide instruction and master- level training. Lectures, demonstrations, and lab work. Training will include a combination of live models and mannequins. The master esthetician course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of the skin, including advanced techniques as may be needed in a semi-medical and other advanced skilled environment within the field. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field.

PROGRAM LENGTH: 1200 hours Intended time to complete a Master Esthetician program attending full time is 10 months.

ON-TIME COMPLETION RATE: First class in progress and will graduate in 2020 [here] of graduates completed their program according to the time frame on the contract between 2019] and [2020] as compared to the total number of graduates who completed their program in the same time frame.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. The following SOC codes are related to ZORGANICS Institute:

SOC: 39-5094 CIP: 12.0404 OCCUPATION: Master Esthetician, medical spa director/ manager, spa owner, physician assistant.

ESTIMATED COST FOR MASTER ESTHETICIAN: The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. Students who choose to do the Hybrid Program will receive 15% off of their tuition.

- **Master Esthetician:1200 Clock Hours**
- **Tuition:\$18,366.00**
- **Materials & Supplies: \$3000.00**
- **Books:\$700.00**



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- Orientation fee:\$300.00
- Total: \$22,203.00
- Other Fees :
- Application Fee & Processing Fee =\$178
- Registration fees=\$150

MASTER ESTHETICIAN- CAMPUS Course– Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total Hours
Orientation	6	0	6
Changes in Esthetics	5	0	5
Infection Control	13	27	40
Advanced Histology of The Cell and The Skin	37	0	37
Hormones	10	0	10
Anatomy and Physiology: Muscles and Nerves	20	0	20
Anatomy and Physiology: The Cardiovascular and Lymphatic Systems	20	0	20
Chemistry and Biochemistry	25	0	25
Laser, Light Energy and Radiofrequency Therapy	15	25	40
Advanced Skin Disorders: Skin in Distress	37	20	57
Skin Typing and Aging Analysis	5	105	110
Skin Care Products: Chemistry, Ingredients, and Selection	20	30	50
Botanicals and Aromatherapy	8	15	23
Ingredients and Products for Skin Issues	10	20	30
Pharmacology for Estheticians	30	0	30
Advanced Facial Techniques	20	25	45
Advanced Skin Care Massage	10	15	25
Advanced Facial Devices	30	50	80
Advanced Hair Removal	15	80	95
Advanced Makeup	15	30	45
Spa Treatments	13	37	50
Complementary Wellness Therapies	5	10	15
Ayurveda Theory and Treatments	34	51	85
Working In a Medical Setting	20	20	40
Medical Terminology	30	10	40
Medical Intervention	30	10	40
Plastic Surgery Procedures	30	0	30
The Esthetician's Role in Pre- and Post- Medical Treatments	20	15	35
Financial Business Skills	5	5	10
Marketing	5	5	10
The Healthy Professional	5	0	5
Chemistry & Chemical Safety	11	5	16
Electricity & Electrical Safety	11	5	16
Career Planning	10	5	15
Grand Total Hours	580	620	1200



MASTER ESTHETICIAN- HYBRID Course– Breakdown of State Required Hours

SUBJECT:	<u>TheoryHours</u> Campus	<u>TheoryHours</u> Online	<u>PracticalHours</u> Campus	<u>Practical Hours</u> Online	Total Hours
Orientation	3	3	0	0	6
Changes in Esthetics	2.5	2.5	0	0	5
Infection Control	6.5	6.5	13.5	13.5	40
Advanced Histology of The Cell and The Skin	18.5	18.5	0	0	37
Hormones	5	5	0	0	10
Anatomy and Physiology: Muscles and Nerves	10	10	0	0	20
Anatomy and Physiology: The Cardiovascular and Lymphatic Systems	10	10	0	0	20
Chemistry and Biochemistry	12.5	12.5	0	0	25
Laser, Light Energy and Radiofrequency Therapy	7.5	7.5	12.5	12.5	40
Advanced Skin Disorders: Skin in Distress	18.5	18.5	10	10	57
Skin Typing and Aging Analysis	2.5	2.5	52.5	52.5	110
Skin Care Products: Chemistry, Ingredients, and Selection	10	10	15	15	50
Botanicals and Aromatherapy	4	4	7.5	7.5	23
Ingredients and Products for Skin Issues	5	5	10	10	30
Pharmacology for Estheticians	15	15	0	0	30
Advanced Facial Techniques	10	10	12.5	12.5	45
Advanced Skin Care Massage	5	5	7.5	7.5	25
Advanced Facial Devices	15	15	25	25	80
Advanced Hair Removal	7.5	7.5	40	40	95
Advanced Makeup	7.5	7.5	15	15	45
Spa Treatments	6.5	6.5	18.5	18.5	50
Complementary Wellness Therapies	2.5	2.5	5	5	15
Ayurveda Theory and Treatments	17	17	25.5	25.5	85
Working In a Medical Setting	10	10	10	10	40
Medical Terminology	15	15	5	5	40
Medical Intervention	15	15	5	5	40
Plastic Surgery Procedures	15	15	0	0	30
The Esthetician's Role in Pre- and Post- Medical Treatments	10	10	7.5	7.5	35
Financial Business Skills	2.5	2.5	2.5	2.5	10
Marketing	2.5	2.5	2.5	2.5	10
The Healthy Professional	2.5	2.5	0	0	5
Chemistry & Chemical Safety	5.5	5.5	2.5	2.5	16
Electricity & Electrical Safety	5.5	5.5	2.5	2.5	16
Career Planning	5	5	2.5	2.5	15



ZORGANICS INSTITUTE BEAUTY AND WELLNESS

Grand Total Hours	290	290	310	310	1200
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MANICURIST

CIP CODE: 12.0410

SOC CODE: 35-5092.00

Certificate Program

Clock Hours:600

ZORGANICS Institute Manicurist program covers 600 hours of state- required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Manicurist. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all Manicurist services normally offered in the profession.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: This manicurist course will train students and graduates in manicurist with an emphasis on nail care and hands and feet spa treatments. The manicurist course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of nails, hands, and feet. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. Because trends and tools within the field are constantly changing, ZORGANICS Institute updates the course content and the teaching methods to address new trends..

PROGRAM LENGTH: 600 hours Intended time to complete a Manicurist program attending full time is 5 months.

ON-TIME COMPLETION RATE: This class has not been offered yet. students completed the program in [year]-[year]. The number who finished within the normal time has been withheld to preserve the confidentiality of the students.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. The following SOC codes are related to the ZORGANICS Institute.

SOC:35-5092.00 CIP CODE:12.0410 OCCUPATION: Manicurists salon owner, salon manager.

ESTIMATED COST FOR MANICURIST: The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**

Manicurist:600 Clock Hours

Tuition: \$7754.00

Materials & Supplies: \$1,965.00

Books:\$700.00

Orientation fee:\$300.00



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Total:\$11,879.00

Other Fees :

Application Fee & Processing Fee =\$178

Registration fees=\$150

MANICURIST- CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total Hours
Orientation	6	0	6
History and Career Opportunities	5	0	5
General Anatomy and Physiology	24	0	24
Skin Structure, Disorders and Diseases	20	0	20
Nail Structure, Disorders and Diseases	20	0	20
Nail Product Chemistry	10	0	10
Manicuring	10	45	55
Pedicuring	10	50	60
Electric Filing	0	45	45
Nail Tips and Forms	5	50	55
Nail Resin Systems	10	40	50
Monomer Liquid and Polymer Powder Nail Enhancements	5	50	55
Gel Nail Enhancements	5	45	50
Nail Art	5	25	30
Life Skills	5	0	5
Professional Image	5	0	5
Communicating For Success	5	0	5
The Healthy Professional	3	0	3
Infection Control	10	10	20
Chemistry & Chemical Safety	10	10	20
Electricity & Electrical Safety	10	10	20
Career Planning	10	0	10
On the Job	10	0	10
The Beauty Business	5	0	5
State Board Preparation	2	10	12
Grand Total Hours	210	390	600



MANICURIST- HYBRID Course – Breakdown of State Required Hours

SUBJECT:	<u>Theory Hours</u> Campus	<u>Theory Hours</u> Online	<u>Practical Hours</u> Campus	<u>Practical Hours</u> Online	Total Hours
Orientation	3	3	0	0	6
History and Career Opportunities	2.5	2.5	0	0	5
General Anatomy and Physiology	12	12	0	0	24
Skin Structure, Disorders & Diseases	10	10	0	0	20
Nail Structure, Disorders and Diseases	10	10	0	0	20
Nail Product Chemistry	5	5	0	0	10
Manicuring	5	5	22.5	22.5	55
Pedicuring	5	5	25	25	60
Electric Filing	0	0	22.5	22.5	45
Nail Tips and Forms	2.5	2.5	25	25	55
Nail Resin Systems	5	5	20	20	50
Monomer Liquid and Polymer Powder Nail Enhancements	2.5	2.5	25	25	55
Gel Nail Enhancements	2.5	2.5	22.5	22.5	50
Nail Art	2.5	2.5	12.5	12.5	30
Life Skills	2.5	2.5	0	0	5
Professional Image	2.5	2.5	0	0	5
Communicating For Success	2.5	2.5	0	0	5
The Healthy Professional	1.5	1.5	0	0	3
Infection Control	5	5	5	5	20
Chemistry & Chemical Safety	5	5	5	5	20
Electricity & Electrical Safety	5	5	5	5	20
Career Planning	5	5	0	0	10
On the Job	5	5	0	0	10
The Beauty Business	2.5	2.5	0	0	5
State Board Preparation	1	1	5	5	12
Grand Total Hours	105	105	195	195	600



OBJECTIVES:

The major goal of this course is to prepare students to administer a professional message in a clinical environment. This implies a thorough understanding of the human body, its anatomy and physiology, pathology, kinesiology, ethics and professionalism, laws and rules pertaining to massage. In addition, you will be expected to practice various allied modalities that may enhance your ability to succeed in the field of massage. High ethical standards are required. Clear communication is important.

DESCRIPTION: This course is designed to introduce the entry level massage therapy students to the administration of professional massage therapy. The course will encompass history, requirements for practice and professional ethics. It will examine human anatomy and physiology and medical terminology. It will describe effects, benefits and contraindications, while also infection control and safety.

PROGRAM LENGTH: 750 hours Intended time to complete a Massage Therapy attending full time is 6.5 months

PROGRAM LENGTH: 750 hours Intended time to complete an Massage Therapy program attending full time is 6.5 months.

As outlined by Washington State Law, RCW 18:16, a minimum of 750 hours are required for licensure. These are divided as follows:

- ❖ 750 hours are dedicated to Theory in the practice of massage therapy services, business practices, and basic human anatomy and physiology.

Cost of program

Tuition:\$12,310.00

Materials & Supplies:\$2,290.00

Books.\$950.00

Orientation Fee:\$300.00

Other Fees :

Application Fee & Processing Fee =\$178

MESSAGE THERAPY- CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total hours
Orientation	6	0	6
Historical Overview of Massage	10	0	10
Requirements for the Practice of Therapeutic Massage	3	0	3
Professional Ethics for Massage Practitioners	5	0	5
Medical Terminology	5	0	5
Kinesiology	20	30	50
Human Anatomy and Physiology	74	0	74
Effects, Benefits, Indications, and Contraindications of Massage	20	0	20
Equipment and Products	10	0	10
Infection Control and Safety Practices	5	25	30
Consultation and Documentation	2	20	22
Classification of Massage Movements	10	10	20
Preparations for the Practitioner	5	0	5
Procedures for Complete Body Massages	5	35	40
Cold, Heat, and Hydrotherapies	10	30	40



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Massage in the Spa Setting	2	38	40
Clinical Massage Techniques	20	40	60
Lymph Massage	15	30	45
Therapeutic Procedure	20	30	50
Athletic/ Sports Massage	15	30	45
Massage for Special Populations	15	20	35
Massage in Medicine	20	30	50
Other Therapeutic Techniques	15	40	55
Business Practices	25	0	25
State Board Preparation	5	0	5
Grand Total Hours	342	408	750

MASSAGE THERAPY- HYBRID Course – Breakdown of State Required Hours

SUBJECT:	<u>Theory Hours</u> Campus	<u>Theory Hours</u> Online	<u>Practical Hours</u> Campus	<u>Practical Hours</u> Online	Total hours
Orientation	3	3	0	0	6
Historical Overview of Massage	5	5	0	0	10
Requirements for the Practice of Therapeutic Massage	1.5	1.5	0	0	3
Professional Ethics for Massage Practitioners	2.5	2.5	0	0	5
Medical Terminology	2.5	2.5	0	0	5
Kinesiology	10	10	15	15	50
Human Anatomy and Physiology	37	37	0	0	74
Effects, Benefits, Indications, and Contraindications of Massage	10	10	0	0	20
Equipment and Products	5	5	0	0	10
Infection Control and Safety Practices	2.5	2.5	12.5	12.5	30
Consultation and Documentation	1	1	10	10	22
Classification of Massage Movements	5	5	5	5	20
Preparations for the Practitioner	2.5	2.5	0	0	5
Procedures for Complete Body Massages	2.5	2.5	17.5	17.5	40
Cold, Heat, and Hydrotherapies	5	5	15	15	40
Massage in the Spa Setting	1	1	19	19	40
Clinical Massage Techniques	10	10	20	20	60
Lymph Massage	7.5	7.5	15	15	45



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Therapeutic Procedure	10	10	15	15	50
Athletic/ Sports Massage	7.5	7.5	15	15	45
Massage for Special Populations	7.5	7.5	10	10	35
Massage in Medicine	10	10	15	15	50
Other Therapeutic Techniques	7.5	7.5	20	20	55
Business Practices	12.5	12.5	0	0	25
State Board Preparation	2.5	2.5	0	0	5
Grand Total Hours	171	171	204	204	750

HAIR DESIGN

CIP CODE: 12.0407

Certificate Program

Clock Hours:1400

ZORGANICS Institute Hair Design program covers 1400 hours of state- required instruction, and students will learn and practice varied techniques on mannequins, models, and customers to gain the speed, accuracy, and diversity of skill that is required as a professional Hair Designer. Students will begin their training on mannequins during the phase 1 of the course, and progress to practical training on live models.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the salon field performing all Hair Design services normally offered in the profession.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: This course will train students in cutting, styling, and chemical processing of the hair, and hair additions Lectures, demonstrations, and lab work. Training will include a combination of live models and mannequins.The Hair design course consists of various topics and subjects related to the theoretical and practical (hands on) aspects of the care and beautification of the hair, skin and nails. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. To ensure continued career success, the graduate will continue to learn new and current information related to techniques, trends, fashions, and methods for career development in Hair Design and related fields.

PROGRAM LENGTH: 1400 hours Intended time to complete a Hair Design program attending full time is 11 months.

ON-TIME COMPLETION RATE: This program is now being offered. Hair design graduates will complete their program according to the time frame on the contract between [January 2021] and [December2021] as compared to the total number of graduates who completed their program in the same time frame.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> / and enter the CIP (Classification of Instructional Programs) code listed above under



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"education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. Occupation: The Hairstylist, following Colorist, SOC codes are related to ZORGANICS Institute: salon manager, salon owner, product sales rep.

CIP CODE: 12.0407

Occupation: Hairdressers, Hair Stylists and Hair Designers

ESTIMATED COST FOR HAIR DESIGN NOTE: ZORGANICS Institute does not offer on-campus housing. The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**

HAIR DESIGN: 1400 HOURS

Tuition: \$17,995.00

Materials & Supplies: \$2,200.00

Books: \$600.00

Orientation Fee: \$300.00

TOTAL: \$21,095.00

Other Fees :

Application Fee & Processing Fee = \$178

Registration fees = \$150

HAIR DESIGN-CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total hours
Shampooing	15	15	30
Scalp/Hair Structure & Analysis	15	15	30
Scalp/Hair Diseases & Disorders	10	0	10
Hair Cutting	25	225	250
Anatomy & Physiology	30	0	30
Cut/Trim Facial Hair	3	20	23
Design Principles	20	0	20
Thermal Style	20	105	125
Wet Style	20	150	170
Dry Style	3	137	140
Style Aids	12	0	12
Artificial Hair	10	17	27
Safety, Sanitation & First Aid	16	120	136
Laws and Regulations	10	0	10
Hair Color/Bleach	20	125	145
Permanent Waving	30	100	130
Chemical Relaxing	25	18	43
Business Practices	20	0	20
Bacteriology	15	0	15
Chemistry	11	0	11
Electricity	11	0	11
State Board Prep	2	10	12
Grand Total Hours	343	1057	1400



HAIR DESIGN-HYBRID Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours Campus	Theory Hours Online	Practical Hours Campus	Practical Hours Online	Total hours
Orientation	3	3	0	0	6
Shampooing	7.5	7.5	7.5	7.5	30
Scalp/Hair Structure & Analysis	7.5	7.5	7.5	7.5	30
Scalp/Hair Diseases & Disorders	5	5	0	0	10
Hair Cutting	12.5	12.5	112.5	112.5	250
Anatomy & Physiology	15	15	0	0	30
Cut/Trim Facial Hair	1.5	1.5	10	10	23
Design Principles	10	10	0	0	20
Thermal Style	10	10	52.5	52.5	125
Wet Style	7	7	75	75	164
Dry Style	1.5	1.5	68.5	68.5	140
Style Aids	6	6	0	0	12
Artificial Hair	5	5	8.5	8.5	27
Safety, Sanitation & First Aid	8	8	60	60	136
Laws and Regulations	5	5	0	0	10
Hair Color/Bleach	10	10	62.5	62.5	145
Permanent Waving	15	15	50	50	130
Chemical Relaxing	12.5	12.5	9	9	43
Business Practices	10	10	0	0	20
Infection Control	7.5	7.5	0	0	15
Chemistry	5.5	5.5	0	0	11
Electricity	5.5	5.5	0	0	11
State Board Prep	1	1	5	5	12
Grand Total Hours	171.5	171.5	528.5	528.5	1400



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INSTRUCTOR

CIP CODE:13.1019

SOC CODE: 25-1194.00

Certificate Program

Clock Hours:600

ZORGANICS Institute Instructor program course will train the instructor in basic instructional methods needed to teach in the cosmetologist, barber, manicurist, esthetician, master esthetician, massage therapy. The state mandated hours are 600 hours and this program was designed greater than the required hours to include personal development.

PROGRAM OBJECTIVES: To prepare students to an entry level position in the field of teaching for subject matters related to the beauty industry.

Upon completion of the course requirements, the determined graduate will be able to:

- Project a positive attitude and a sense of personal integrity and self-confidence.
- Practice proper grooming, poise, and effective communication skills.
- Understand employer/employee relationships and respect the need to deliver worthy service for value received.
- Perform the basic analytical and manipulative skills applicable to the program of study.
- Apply the theory, technical information and related matters to assure sound judgments, decisions, and procedures.

DESCRIPTION: The Instructor course consists of various topics and subjects related to the theoretical and practical (hands on) aspects needed to prepare a person to teach in the field of cosmetology or related field in which they intend to teach. The prerequisite for the course is that the enrollee be currently licensed as a cosmetologist, hair designer, barber, manicurist, esthetician, or master esthetician. Topics and/or subjects are designed to assist the future professional with a basic understanding of a wide variety of knowledge areas in the field. Because trends and tools within the field are constantly changing, ZORGANICS Institute updates the course content and the teaching methods to address those trends.

PROGRAM LENGTH: 600 hours Intended time to complete a Instructor program attending full time is 5 months.

EMPLOYMENT: OCCUPATIONAL INFORMATION NETWORK: O*Net is the nation's primary source for occupational information and a tool to search potential career options and obtain valuable information about numerous occupations. You may visit O*Net at <http://www.onetonline.org/crosswalk> / and enter the CIP (Classification of Instructional Programs) code listed above under "education" for more information related to the program.

STANDARD OCCUPATIONAL CLASSIFICATIONS: A Standard Occupational Classification or SOC code is a number that represents an occupational classification which links a particular area of study or educational program to a list of occupations. Occupation: The Hairstylist, following Colorist, SOC codes are related to ZORGANICS Institute: salon manager, salon owner, product sales rep.



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SOC CODE: 25-1194.00 CIP CODE: 12.0407 Occupation: Vocational Education Teachers, Postsecondary

PLACEMENT RATES: Per our reporting requirements with the National Accrediting Commission of Career Arts and Sciences (NACCAS) Agency for the Calendar Year [2018], our rate is as follows: 0 The placement rate represents students who completed the teacher training program between [2018 and [2019] and were employed by [date].

MEDIAN LOAN DEBT: The median debt listed below is the median amount of loans borrowed for students who completed the teacher training program and graduated between [2018] and [2019]. Institutional Financing 0.

ESTIMATED COST FOR INSTRUCTOR PROGRAM NOTE: ZORGANICS Institute does not offer on-campus housing. The costs listed below are estimated figures of the total cost of attendance which includes expenses outside of tuition and fees. **Students who choose to do the Hybrid Program will receive 15% off of their tuition.**

INSTRUCTOR:600 HOURS

Tuition:\$7,404.00

Materials & Supplies:\$770.00

Orientation Fees: \$300.00

TOTAL:\$8,474.00

Other Fees :

Application Fee & Processing Fee =\$178

Registration fees=\$150

INSTRUCTOR- CAMPUS Course – Breakdown of State Required Hours

SUBJECT:	Theory Hours	Practical Hours	Total Hours
Orientation	6	0	6
The Career Education Instructor	10	0	10
The Teaching Plan and Learning Environment	10	0	10
Teaching Study and Testing Skills	25	0	25
Basic Learning Styles and Principles	24	0	24
Basic Methods of Teaching and Learning	20	0	20
Communicating Confidently	10	0	10
Effective Presentations	10	0	10
Effective Classroom Management and Supervision	5	0	5
Achieving Learner Results	12	0	12
Program Development and Lesson Planning	10	0	10
Educational Aids and Technology in the Classroom	10	0	10
Assessing Progress and Advising Students	20	0	20
Making the Student Salon an Adventure	10	0	10
Career and Employment Preparation	10	0	10
The Art of Retaining Students	5	0	5
Educator Relationships	5	0	5
Learning is a Laughing Matter	5	0	5
Teaching Success Strategies for a Winning Career	10	0	10
Teams at Work	8	0	8
Evaluating Professional Performance	10	0	10
Career Planning	3	0	3
On the Job	10	0	10
The Beauty Business	10	0	10
Direction of classroom practical and clinic services,	0	340	340



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dispensary management, inventory organization and maintenance, practical assessments State Board Preparation	2	0	2
Grand Total Hours	260	340	600

INSTRUCTOR- HYBRID Course – Breakdown of State Required Hours

SUBJECT:	<u>Theory Hours</u> Campus	<u>Theory Hours</u> Online	<u>Practical Hours</u> Campus	<u>Practical Hours</u> Campus	Total Hours
Orientation	3	3	0	0	6
The Career Education Instructor	5	5	0	0	10
The Teaching Plan and Learning Environment	5	5	0	0	10
Teaching Study and Testing Skills	12.5	12.5	0	0	25
Basic Learning Styles and Principles	12	12	0	0	24
Basic Methods of Teaching and Learning	10	10	0	0	20
Communicating Confidently	5	5	0	0	10
Effective Presentations	5	5	0	0	10
Effective Classroom Management and Supervision	2.5	2.5	0	0	5
Achieving Learner Results	6	6	0	0	12
Program Development and Lesson Planning	5	5	0	0	10
Educational Aids and Technology in the Classroom	5	5	0	0	10
Assessing Progress and Advising Students	10	10	0	0	20
Making the Student Salon an Adventure	5	5	0	0	10
Career and Employment Preparation	5	5	0	0	10
The Art of Retaining Students	2.5	2.5	0	0	5
Educator Relationships	2.5	2.5	0	0	5
Learning is a Laughing Matter	2.5	2.5	0	0	5
Teaching Success Strategies for a Winning Career	5	5	0	0	10
Teams at Work	4	4	0	0	8
Evaluating Professional Performance	5	5	0	0	10
Career Planning	1.5	1.5	0	0	3
On the Job	5	5	0	0	10
The Beauty Business	5	5	0	0	10
Direction of classroom practical and clinic services, dispensary management, inventory organization and maintenance, practical assessments	0	0	170	170	340
State Board Preparation	1	1	0	0	2
Grand Total Hours	130	130	170	170	600



ZORGANICS INSTITUTE BEAUTY AND WELLNESS



ZORGANICS INSTITUTE

BEAUTY AND WELLNESS

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Catalog certified as true and correct for content and policy.

Names _____ Frida Emalange

Signature _____ *fridaemalange*

Date _____ 3/3/2024