



L'esprit Academy

***Annual Security Report
August 2024***

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ANNUAL SECURITY REPORT – OVERVIEW & DISSEMINATION

The health, safety and security of all of our constituents—particularly our students, associates (employees), and guests—is a priority for L’esprit Academy (“L’A”). Accordingly, L’A has developed a broad set of policies and procedures intended to protect, to the extent possible, all people spending time in our facilities. These policies and procedures are developed by the executive team and implemented and enforced by the Campus Security Authorities (“CSA”). CSAs include the Campus Director(s) and executive team.

This Annual Security Report (“ASR”) is required as a result of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) and the U.S. Department of Education’s regulations for post-secondary schools. L’A fully embraces the intention of the Clery Act and appreciates the support of the Department of Education (“ED”) in developing and administering our various safety and security programs.

L’A’s ASR is a comprehensive document holding ALL key components of our safety and security programs, policies and procedures, as well as crime statistics related to each campus facility. For example, included within the ASR is L’A’s Sexual Misconduct Prevention, Interpersonal Violence, and Response Policy, and the Drug and Alcohol Abuse Prevention Program (DAAPP). The ASR is updated annually so it remains current with rules and regulations.

We believe that having one single document that holds all related content will streamline the distribution and communication of the information. In turn, this should improve the health, safety, and security of all constituent groups.

Dissemination of Annual Security Report:

On or before October 1 of each year, all students and associates are informed of education programs to promote awareness of sexual misconduct and other important information. For example, Campus Directors or their designee will make available the Annual Security Report via the school’s website found at the following link: [L’esprit Academy Disclosures](#)

In addition, all students are made aware of L’A’s Annual Security Report (and DAAPP) through the Student Catalog, which is reviewed with all students during the enrollment process. Further, L’A’s orientation for all new students, which occurs before or during the first day of classes, also includes a review of key elements of the Student Catalog, including our DAAPP, Campus Security Program, and how to obtain the Annual Security Report.

SEXUAL MISCONDUCT PREVENTION, INTERPERSONAL VIOLENCE, AND RESPONSE POLICY

Introduction:

L'esprit Academy ("L'A") fully supports the objectives of the Federal Campus Sex Crimes Prevention Act and the Violence Against Women Act (VAWA). These Acts require L'A to follow compliance requirements and establish protections for victims of sexual discrimination, including but not limited to: sexual harassment and/or assault (non-consensual sexual contact and non-consensual sexual intercourse), domestic or dating violence, sexual exploitation, intimidation, retaliation and stalking, each of which are described below in the definitions section of this policy. By policy, these and related actions are expressly prohibited by L'A. As part of this policy, L'A is committed to preventing such offenses from occurring and takes appropriate steps to address any violations of sexual misconduct that occur within L'A's jurisdiction. L'A is committed to ensuring all students and employees feel safe in the learning and work environment so they can benefit fully from their L'A experience.

Notice of Non-Discrimination:

L'esprit Academy does not discriminate on the basis of sex, age, race, color, religion, ethnic origin, or sexual orientation. Prohibited sex discrimination includes sexual harassment and all types of sexual misconduct and sexual violence. We have students, instructors, staff, and owners of both genders and cannot guarantee complete privacy (for religious reasons). The institution is a private beauty school and may refuse admission to an applicant for any reason not protected by state or federal law.

Any employee or student with any questions regarding discrimination on the basis of sex should contact the Title IX Coordinator, Amy Lesnau by phone at 734-762-0200 or email at AmyL@lespritacademy.com. Additionally, please see the Protocol to Report a Grievance procedure within the Sexual Misconduct Prevention, Interpersonal Violence, and Response Policy.

Scope:

L'esprit Academy's Sexual Misconduct Prevention, Interpersonal Violence and Response Policy's scope applies to all acts of sexual misconduct that occurs in any building owned or controlled by L'A and covers all education programs and on- or off-campus sponsored activities, including field trips. Even if the violation did not occur within a campus related activity or elsewhere but the alleged perpetrator(s) also is a member of the L'A community, L'A will process all violations and complaints in order to pay consideration to whether the incident has created a hostile educational or work environment within each campus. This policy applies to all L'A employees and students in all L'A program offerings, regardless of each individual's sexual orientation or gender identity. This policy also pertains to third parties who witness or are informed of an alleged sexual misconduct violation. Instances of sexual misconduct are included in the school's reporting of information required under the Clery Act.

Definitions:

Sex-based harassment includes:

- Quid Pro Qui harassment
- VAWA Offenses
 - Domestic Violence
 - Dating Violence
 - Sexual Assault
 - Stalking

Sexual discrimination is defined as no person in the United States shall on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.

Sexual harassment is defined as unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it limits or denies a person equal access to the recipient's education program or activity.

A **hostile environment** is an unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity.

Sexual assault means any nonconsensual sexual act proscribed by Federal, tribal, or State law, including when the victim lacks capacity to consent. This includes rape and sex offenses such as fondling, incest, and statutory rape.

- **Rape** is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, *without the consent of the victim*.
- **Sex Offenses** is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent.

Domestic violence is defined as a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is living with or has lived with the victim as a spouse or partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which this policy applies, or by any other person against an adult or youth victim who is protected under the domestic or family violence laws of the jurisdiction in which this policy applies. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

Dating violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and when the existence of such a relationship shall be determined based on the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Consent is defined as words or voluntary agreement to engage in sexual activity.

- Consent cannot be given by someone who is incapacitated in any way.
- Past consent does not imply future consent.
- Absence of resistance or silence does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person.
- Consent can be withdrawn at any time for any reason.
- Coercion, force or threat of by either party invalidates consent.

Incapacitation is defined as the physical and/or mental inability to make informed, rational judgments. When alcohol is involved, incapacitation is determined by how the alcohol consumed impacts a person, including the person's decision-making capacity, awareness of consequences and ability to make informed judgments. Incapacitation may also be observed when a person is asleep or unconscious, or because of an intellectual or other disability that prevents the person from having the capacity to give consent.

Sexual exploitation is defined as one person taking sexual advantage of another person for the benefit of any other than that person without that person's consent. Examples include:

- Prostituting another person;
- Recording images (video, photograph) or audio of another person's sexual activity, intimate body parts, nakedness without that person's consent;
- Distributing images (video, photograph) or audio of another person's sexual activity, intimate body parts or nakedness, if the individual distributing the images or audio knows or should have known the person depicted did not consent to the disclosure of such activity;
- Viewing another person's sexual activity, intimate body parts or nakedness in a place where that person would have reasonable expectation of privacy, without that person's consent and for the purpose of arousing sexual desire.

Stalking is defined as engaging in a course of conduct directly at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

Retaliation is defined as intimidation, threats, coercion, or discrimination against any person by the recipient, a student, or an employee or other person authorized by the recipient to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or the regulations, or because the person has reported possible sex discrimination, made a sex discrimination complaint, or participated or refused to participate in any way in a recipient's Title IX process.

Peer retaliation, which is defined as retaliation by one student against another student.

Title IX Coordinator:

L'esprit Academy has a Title IX Coordinator designated to comply with and carry out the responsibilities of L'A under Title IX of the Education Amendments of 1972, which prohibits sex discrimination in the education programs and activities. Any inquiries

regarding Title IX should be addressed with the Title IX Coordinator. If an alleged case of sexual misconduct is brought to the attention of a Title IX Coordinator via a victim, third party, or responsible employee, the Title IX Coordinator will take immediate and effective measures to address and investigate the alleged incident of sexual misconduct. The Title IX Coordinator will assist in preventing a potential hostile environment, which for example interferes with students' ability to benefit from the education offered at L'A. Whether a harassed student or employee, parent of a student, or a third-party file a complaint under L'A's grievance procedures or requests action on the student or employee's behalf, the Title IX Coordinator that knows, or reasonably should know about a possible instance of sexual misconduct must immediately investigate what occurred and report to the L'A leadership team to take appropriate steps to resolve the issue.

The Title IX Coordinator is responsible for overseeing L'A's response to Title IX reporting and complaints. The Title IX Coordinator will also address any patterns or systemic problems which are revealed through complaints or reports of incidents. The Title IX Coordinator is responsible for initiating, coordinating and documenting actions taken during Title IX investigations against the perpetrator and support for the victim.

The remainder of the Sexual Misconduct Prevention, Interpersonal Violence and Response Policy will refer to the Title IX Coordinator and his/her responsibilities to support the employees and students of L'A.

Title IX Coordinator Name and Contact Information

Campus and Address	Title IX Coordinator Name	Title IX Coordinator Phone Number	Title IX Coordinator Email Address
<u>Canton Campus</u> 42083 Ford Road Canton, MI 48187	Amy Lesnau	734-762-0200	AmyL@lespritacademy.com
<u>Southfield Campus</u> 26205 Greenfield Road Southfield, MI 48076	Amy Lesnau	734-762-0200	AmyL@lespritacademy.com

Confidentiality:

L'esprit Academy urges victims to seek help and support if they believe they are a victim of sexual misconduct in anyway. Although L'A does not offer professional or pastoral counseling services, L'A will offer support as needed to refer a victim to an appropriate source of help. L'A will always follow applicable state and federal laws in respect to the support the campus offers the victim(s).

L'A's policy pertains to maintaining and properly addressing each individual report of sexual misconduct. Refer to the L'A Confidentiality Policy for a complete description. L'A encourages any employee or student to talk to someone about what happened to obtain appropriate support. A victim may report the offense to a "responsible employee" who, at the campus level could be an educator and/or a Campus Security Authority, (an employee in a leadership position) who at the campus level may include the Campus Director and/or Director of Education, as applicable. Before a victim shares any information with a responsible employee, the victim should be made aware the responsible employee has an obligation to report the incident to the Title IX Coordinator.

If the victim would like to remain confidential or requests the incident not be investigated the victim shall be of the understanding that the campus must evaluate if the incident compromises its ability to provide a safe, non-discriminatory environment for all employees and students which includes the victim of the incident. Should a student seek out the support of a responsible employee, the responsible employee is obligated to report to the Title IX Coordinator all important details about the alleged incident shared by the victim and the Title IX Coordinator will gather all facts in order to take immediate and appropriate steps to investigate what happened and support a fair and prompt resolution.

Please note, if L'A determines that an alleged perpetrator(s) poses an immediate threat to the campus environment, the Title IX Coordinator and/or CSA may be required to issue a notice of timely warning to the campus employees and students. L'A will not include any information that identifies the victim of the incident in its warning.

L'A may obtain consent and inform the victim (or the victim's parents or legal guardians if the victim is under 18) prior to beginning an investigation of sexual misconduct of any kind. If the victim requests confidentiality or requests the investigation not be pursued, L'A will take all reasonable steps to maintain the confidentiality request or request to not pursue the investigation. If a victim requests that his or her name or any other personally identifiable information not be disclosed to the alleged perpetrator, L'A will inform the victim that its ability to respond to the instance of reported sexual misconduct may be limited. Even if L'A can't take disciplinary action against the alleged perpetrator because the victim insists on confidentiality, it will pursue other steps in order to limit effects

of the alleged incident of sexual misconduct and prevent any reoccurrence. If L'A cannot ensure confidentiality, L'A will inform the victim. L'A prohibits retaliation in all instances of reported sexual misconduct and will take steps to prevent retaliation as well as strong responsive action if any form of retaliation occurs.

Options for Assistance:

If any individual (student or employee) is a victim of any type of sexual misconduct, his or her priority should be to locate a place of safety and obtain any necessary medical treatment. L'A strongly advocates that a victim of these offenses reports the incident and seek immediate assistance. Time is a critical factor for evidence collection and preservation for the proof of a criminal offense. An assault should be reported directly to local authorities at the non-emergency numbers listed below. In an emergency, dial 911. The Title IX Coordinator should also be notified (even if made aware by campus responsible employee). Upon request, the Title IX Coordinator will assist victims in reporting incidents of these offenses to local police and will work to protect the confidentiality of the victim(s), as desired. Filing a police report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers.

List of Police Non-Emergency Phone Numbers, by Campus:

- Canton Police: (734)466-2470
- Southfield Police: (248)796-5000

If desired for student or employee victims of the above offenses, L'A will assist victims in changing their academic, living, transportation and/or working situations, regardless of whether the victim chooses to report the crime to local law enforcement, if such changes are reasonably available. L'A does not offer professional or pastoral counseling, but the Title IX Coordinator at each campus will provide immediate contact information for local assistance resources and other support to facilitate victim safety and wellness and strongly encourages any victim to utilize the many resources that are available, including:

- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse, Incest National Network: <http://www.rainn.org/>
- National Domestic Violence Hotline: 1-800-799-SAFE (7233)
- Center for Changing our Campus Culture: www.changingourcampus.org
- Other professional resources in a specific zip code: <http://findahealthcenter.hrsa.gov/>

L'A believes the best method to address the above offenses is to prevent them from happening in the first place. Prevention requires all individuals to be educated, aware and diligent. To assist in this prevention effort, L'A does the following:

- Educate new students (during new student orientation) and associates (during new associate orientation) about these offenses, including what they are and what to do if they have been victimized or have seen or heard about someone else being victimized.
- Provide ongoing awareness of these offenses to existing students and associates via an annual distribution of the Annual Security Report, with an emphasis on the topic of the offenses and related programs outlined herein.

As with other forms of harassment, individuals who believe they are victims of sexual harassment should make it clear to the source(s) of the harassment that such behavior is offensive to them. If the behavior continues, document the matter and refer it to a responsible employee, which includes CSAs.

Protocol to Report a Grievance:

A recipient with knowledge of conduct that reasonably may constitute sex discrimination in its education program or activity must respond promptly and effectively. Should an employee, student, third party, or parent/guardian need to report a violation of sexual misconduct, the complainant should file the grievance with the Title IX Coordinator. Typically, the report is initiated by the victim who feels their rights under this policy have been violated. The grievance can also be filed with a responsible employee as described above, and the responsible employee will relay to the coordinator. L'A will accept anonymous reports of violations, and the individual reporting the incident is encouraged to provide as much detail as possible to allow L'A to investigate the situation and respond appropriately. In cases of anonymous reporting, L'A may be limited in its ability to investigate the violation unless sufficient information is provided to enable L'A to conduct a complete and fair investigation or take the appropriate actions. The coordinator may ask the victim to confirm their report in writing and sign a complaint form which are available from the coordinator. However, an oral grievance will be accepted. Once a grievance is reported, the coordinator may request consent to proceed with investigation of the grievance from the victim. Should the victim request the grievance remain confidential or not to be investigated, the coordinator will need to evaluate the grievance and determine if the request can be honored.

Investigation Procedures:

L'esprit Academy's imposed sanctions are separate from any legal actions taken by local, state, or federal authorities. Individuals who are found to be participating in any of the offenses outlined above will be subject to an institutional disciplinary proceeding

action, including but not limited to suspension or termination.

To adjudicate these cases, the Title IX Coordinator is obligated to serve impartially and fully investigate the grievance. The coordinator is knowledgeable on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Institutional disciplinary hearings are conducted by official(s) who receive annual training on the issues related to domestic violence, dating violence, sexual assault, stalking, etc. and how to conduct an investigation and hearing process that protects the victims and promotes accountability. Please note, consolidation of investigations is permitted for complaints arising out of the same facts or circumstances.

Once the Title IX Coordinator receives a grievance, within 2 business days, he/she will notify the complainant in writing to document receipt. Within 10 additional business days, the coordinator will conduct the investigation and provide feedback to the Disciplinary Committee. The committee then has 5 business days to conduct additional gathering of information, if needed, and determine a resolution. Once the committee determines a resolution, both the victim and the alleged perpetrator will be simultaneously informed, in writing, of the outcome of such a proceeding.

Once all facts in the case have been gathered, the coordinator will present the grievance and all supporting documentation to the L'A leadership team (i.e., Disciplinary Committee) to lead the disciplinary action proceeding. The committee will provide a prompt, fair, and impartial resolution. Both the victim and the alleged perpetrator, as applicable, will be entitled to the same opportunities to have others, including an advisor, present during the proceeding. Please note, not all grievance will require a proceeding.

Appeal Process:

The alleged perpetrator and/or the victim may appeal the outcome as a result of the proceeding on the following bases:

- Procedural irregularity that affected the outcome;
- New evidence that would change the outcome and that was not reasonably available at the time the determination was made; and
- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias that would change the outcome.

To do so, the appeal should be made within 15 days of official notification and should be addressed to L'A's Executive Director. Any change to the outcomes will be communicated in writing and at that time, such results become final.

Any questions about this policy should be addressed to L'esprit Academy's Title IX Coordinator.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

L'esprit Academy ("L'A") fully supports the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. In compliance with these laws and the resulting regulations from the U.S. Department of Education, L'A has developed a Drug and Alcohol Abuse Prevention Program (DAAPP).

The Drug and Alcohol Abuse Prevention Program (DAAPP) includes the following components:

- policy and standards of conduct regarding drugs and alcohol;
- implications of violating the policy or standards of conduct;
- overview of the health risks associated with the use of illicit drugs and abuse of alcohol;
- information regarding available drug and alcohol programs; and
- method used to determine the effectiveness of DAAPP.

Policy & Standards of Conduct:

L'A is a tobacco, alcohol-free and drug-free environment. Students and associates are prohibited from the unlawful manufacture, distribution, sale, dispensing, possession or use of a controlled substance or alcohol anywhere on L'A facilities, including grounds, parking areas, anywhere within the buildings or while participating in school-related activities. Students and associates are also prohibited from being present on campus under the influence of alcohol or controlled substances. Note: students or associates taking prescribed or over-the-counter medication which may affect functioning should so inform the Campus Security Authorities ("CSA").

The Tobacco, Alcohol and Drug Policy in the Student Handbook reads:

- According to requirements set for by State of Michigan, L'A is a smoke-free environment. You may smoke outside in designated areas only. In Canton, the smoking area is on the grassy east side of the building with the chairs and tables.
- All smoking materials must be properly extinguished and disposed of in appropriate containers.
- You may not smoke within six feet of any entrance, ventilation system or open window.
- L'A is a drug free workplace. Sale, purchase or possession of drugs, alcohol, or other dangerous substances on premises is prohibited.
- Attending or working at L'A while using, under the influence of or possession of alcohol or drugs is grounds for immediate termination. If suspected, you will be required to submit a drug or alcohol test and personal items in the academy or on its grounds will be subject to search.
- A federal or state drug conviction can disqualify a student for Title IV funds. Please refer to the HEOA notice given to students upon enrollment, on our website and posted in student lounge.
- Since L'A is a federally regulated school, federal drug laws apply to our facilities; regardless of state legalization of marijuana use, marijuana is not allowed in our facilities and students cannot smell of marijuana or be under the influence of marijuana to be clocked in and participating in school.

Anyone who observes any violation of the above policy should immediately inform a CSA of such violation. The CSA will initiate the appropriate procedures.

Implications of Violating the Policy or Standards of Conduct:

In addition to the potential health consequences of use or abuse of illicit drugs and alcohol, students and associates who violate the Policy & Standards of Conduct Regarding Drugs & Alcohol will be subject to a range of disciplinary and legal implications, including:

- Sanctions and penalties that may impact their status and/or ability to attend, or work for L'A;
- Sanctions and penalties that may be applied by local, state and federal authorities; and
- Sanctions and penalties regarding students' access to the Department of Education's Title IV program.

Sanctions & Penalties – Imposed by L'A

Students or associates who violate the Policy & Standards of Conduct Regarding Drugs & Alcohol will be subject to disciplinary action up to and including termination of enrollment or employment, as appropriate. In all cases, L'A will abide by local, state, and federal sanctions regarding unlawful possession of drugs and the consumption of alcohol, including the full enforcement of applicable underage drinking laws.

If there is a reasonable suspicion that a student or associate is under the influence of alcohol or a controlled substance while on L'A's premises, they will be required to clock out for the day and leave the premises. The decision to dismiss a student or associate is solely at the discretion of the location's CSA and may not be supported by actual proof of controlled substance, illegal drugs or alcohol use.

Sanctions & Penalties – Imposed by Local, State or Federal Authorities

Depending on the specific violation and subsequent adjudication, a student or associate could face a significant punishment for violating

the L'A's policies regarding drug and alcohol use. This may include financial penalties, as well as time in jail.

Given the constantly changing laws and sentencing guidelines regarding illegal drugs and alcohol, students or associates interested in understanding the potential punishments for these violations are encouraged to research the topic by entering the following search terms in Google: punishments for drug and alcohol violations in Michigan.

Sanctions & Penalties – Students' Access to Title IV Funding

Any students convicted of possessing or selling illegal drugs while receiving Title IV assistance will be ineligible for federal financial aid based on the chart below. If convicted of both possessing and selling illegal drugs and the periods of ineligibility are different, the longer penalty will apply. In addition, violations of federal, state, or local laws and ordinances concerning drugs and alcohol can lead to felony or misdemeanor convictions and legal sanctions, which include but are not limited to: fines, imprisonment, forfeiture of property, and loss of driving privileges.

	Minimum Ineligibility Period	Maximum Ineligibility Period
1st Offense	1 year from date of conviction	2 years from date of conviction
2nd Offense	2 years from date of conviction	Indefinite period
3+ Offenses	Indefinite period	Indefinite period

Overview of Health Risks:

The use and abuse of alcohol and/or drugs can lead to physical and psychological health risks. These risks depend upon the type of alcohol/drug used and the intensity of the use. Long-term use of alcohol/drugs can lead to organic damage to the body and psychological problems. Even short-term use carries a risk of an overdose that can result in effects as serious as death. Alcohol/drug use also carries other direct and indirect health risks, including a heightened risk of blood-transmitted disease for users of intravenous drugs, the risk of pregnancy complications and birth defects in women who use alcohol/drugs while pregnant, and the impairment of the ability to operate motor vehicles.

While not comprehensive, some of the health risks associated with the use or abuse of specific substances are provided below:

- Alcohol: May provide a feeling of confidence and being in control. Those likely to be addicted may have an enzyme deficiency that allows them a high rate of consumption without drunkenness, encouraging a belief that since one doesn't get obviously drunk, no harm is done. The tolerance is only on the surface. Liver, brain, heart, and stomach destruction goes on even without apparent symptoms. Over time, beer, wine, and hard alcohol often cause dependency and may be fatal.
- Marijuana: Use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Research shows that knowledge retention may be lower when information is given while the person is "high." Motivation and cognition are altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis. The tar in marijuana smoke is a highly irritating carcinogenic. Long-term use may develop psychological dependence.
- Cocaine: Chronic use can cause ulceration of the mucous membrane in the nose. Cocaine can produce psychological dependency, a feeling that the user cannot function without the drug. Crack or free-base rock, a concentrated form of cocaine, is extremely potent. Its effects are felt within ten seconds of administration. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, and insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. Cocaine use may lead to death through disruption of the brain's control of heart and respiration.
- Amphetamines & Other Stimulants: Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. In addition, users may perspire, experience headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increased in blood pressure that can result in stroke, very high fever, or heart failure. In addition to the physical effects, users report feeling restless, anxious, and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucination, delusions, and paranoia.
- Narcotics (e.g., heroin, methadone, morphine, prescription opiates): Tolerance to narcotics develops rapidly and dependence is likely. The use of unsterilized syringes may result in transmission of diseases such as AIDS, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and death.
- Depressants: The use of depressants can cause both physical and psychological dependence. Regular use over time may result in tolerance to the drug, leading the user to increase the quantity consumed. Very large doses can cause respiratory depression, coma, and death. The combination of depressants and alcohol can increase the effects of the drugs, thereby multiplying the risks. When regular users stop taking depressant drugs, they may develop withdrawal symptoms ranging

from restlessness, insomnia, and anxiety to convulsions and death. Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after they are born. Birth defects and behavioral problems have been associated with these children.

- **Hallucinogens:** Chronic users of PCP report persistent memory problems and speech difficulties. Mood disorders (depression, anxiety, and violent behavior) also occur. In later stages, chronic users often exhibit paranoid and violent behavior and experience hallucinations. Large doses of PCP may produce convulsions, coma, heart and lung failure, or ruptured blood vessels in the brain. Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dizziness, weakness, tremor, nausea, and drowsiness. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even after the use has ceased.
- **Designer Drugs:** Underground chemists modify the molecular structure of certain illegal drugs to produce analogs known as designer drugs. These drugs can be hundreds of times stronger than the drugs that they are designed to imitate. The narcotic analogs can cause symptoms such as those seen in Parkinson's disease; uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or perspiration, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogs of phencyclidine cause illusions, hallucinations, and impaired perception.

Information Regarding Available Drug and Alcohol Programs:

L'A does not directly offer any professional counseling, treatment or rehabilitation programs for students or associates that have issues related to drugs and/or alcohol. However, L'A understands and appreciates that professional assistance is typically required to successfully address these issues.

Any student who suspects that he or she, or someone else, may be at risk due to use or abuse of alcohol or illicit drugs is encouraged to seek services that can be of help. There are numerous local organizations and resources available. Those in need of help can access these resources via the Internet, or can call the appropriate toll-free number provided below:

- Alcoholics Anonymous 1-800-356-9996
- American Council on Alcoholism 1-800-527-5344
- Cocaine Hotline 1-800-COCAINE
- National Council on Alcoholism 1-800-NCA-CALL
- National Institute on Drug Abuse 1-800-662-HELP
- National Suicide Prevention Hotline 1-800-273-8255

EFFECTIVENESS OF DAAPP

Method Used to Determine the Effectiveness of DAAPP:

On an annual basis, L'A's leadership team performs a review of the effectiveness of our DAAPP. To determine if the DAAPP is meeting its objective, LA performs the following steps:

1. For each campus, determine how many violations of the Policy & Standards of Conduct Regarding Drugs & Alcohol occurred during the prior two years.
2. For each campus, determine how many students had been terminated due to violation of the Policy & Standards of Conduct Regarding Drugs & Alcohol.
3. For each campus, if there are two or less individuals who have violations during the period, and one or less individual who have been terminated due to a violation, then L'A deems that there is not a drug and/or alcohol issue at the campus. If not, then the campus has a potential drug/alcohol issue.
4. Follow-up actions depend on the number of campuses with a potential drug/alcohol issue:
 - a. If 0 campuses have a potential drug/alcohol issue, then the DAAPP is deemed effective.
 - b. If 1 campus has a potential drug/alcohol issue, then the DAAPP is deemed effective, but the Campus Director, or designee, will develop a report to explain the local conditions and determine if there are local changes required. See Step 5—Campus Director Report Process below.
 - c. If 2 or more campuses have a potential drug/alcohol issue, then there may be a systemic issue with the effectiveness of the DAAPP. In this case, the Executive Director will be assigned to investigate and develop recommendations to the Chief Operations Officer. See Step 6—Executive Investigation Process below.
5. Campus Director Report Process (if applicable):
 - a. The Campus Director will review the violations to determine the root cause(s) of the violations and what actions, if any, can be taken locally to address these root cause(s).
 - b. The Campus Director will provide a summary of recommendations, if any, to the Executive Director.
 - c. The Executive Director will review the summary and approve the appropriate recommendations, and provide guidance to the Campus Director to help implementation of the approved recommendations.
6. Executive Investigation Process (if applicable):
 - a. Were any of the violations such that earlier management action, in hindsight, could have occurred;
 - b. If yes to 4.a, was it a management judgement issue (i.e., manager(s) looked the other way) or one where red flags could have been seen and triggered an earlier intervention;
 - c. Were any of the violations related to each other; if so, was the location/campus an environment that indirectly facilitated these violations due to operating procedures; and
 - d. Are there changes to policies and standards of conduct that would likely reduce or eliminate the violations that occurred?
7. If the answer to 6.d is "yes," then the potential changes should be specified by the director who conducted the analysis/investigation, in the form of a list of recommended changes to DAAPP.

L'A's leadership team will review any recommended change(s) that result from the annual review and, where practical, make the change(s) to the DAAPP prior to the next October 1 deadline for sharing the ASR with students and associates.

Review of Effectiveness of DAAPP:

In the Summer of 2024, L'esprit Academy's leadership team conducted the most recent review of the effectiveness of the DAAPP, as outlined above. The results of our review showed that the presence of drugs and alcohol (or their after-effects) at our campuses is negligible and the impact on our school environment is, if any, minimal. The summary results of the review are as follows (by step):

1. 0 of the 2 campuses had violations of our DAAPP policy/standard of conduct.
2. 0 of the 2 campuses had students who were terminated due to violation of our DAAPP policy/ standard of conduct.
3. Based on our method (see prior page), none of the campuses would be considered to have a potential drug/alcohol issue.
4. Based on our method (see prior page) and these results, the DAAPP is deemed effective and no changes are warranted.
5. N/A
6. N/A
7. N/A

CAMPUS SECURITY INFORMATION, POLICIES, AND PROCEDURES

L'esprit Academy ("L'A") seeks to ensure that students, associates and other visitors, as well as their belongings, are as safe as possible during their time on or near L'A facilities. With this objective, and following the requirements as outlined in the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, L'A has developed a set of policies and procedures that cover a range of safety and security matters, as outlined below.

General Security Information:

From a campus & facility perspective, the following general security information applies:

- L'A is not responsible for lost or stolen items.
- L'A does not staff dedicated security or police personnel.
- Campuses are locked after hours and alarms are activated, if applicable.
- Campus rooms have the nearest exits posted.
- Students are provided a locker to secure their property.
- Associates are provided a locker, a lockable office or a lockable desk to secure their property.

Crime Prevention Program:

L'A requests that students and associates follow the following general security guidelines, which we believe will help prevent crimes:

- Be responsible for your own security and the security of others.
- Report criminal actions or other emergencies occurring on campus to your Campus Director.
- Do not leave valuables visible in your car and always lock your car.
- Do not keep personal or valuable items in bags (backpacks, purses, kit bags) that will not be secure.
- Leave credit cards and personal banking information at home.
- Use your locker—do not leave personal property unattended in unsecured spaces.
- Keep your campus locker locked and do not give anyone your locker combination.
- Be aware of others around you inside and around L'A property; if you are uncomfortable with your surroundings, seek assistance and request an escort.
- Know where the exits are in case of an evacuation.
- When working late, keep all back and side doors locked.
- If you think a situation is dangerous, it most likely is; immediately seek assistance.

In addition to being informed of this program each year when given notice of this Annual Security Report, the program will also be reviewed with students and associates at their official orientation.

Anti-Bullying & Harassment:

L'A models the Michigan State Board of Education Anti-Bullying policy. We consider bullying or harassment as a gesture or written, verbal, graphic or physical act (including electronically transmitted acts) that is reasonably perceived as being motivated either by an actual or perceived characteristic, such as race, color, religion, ancestry, gender, sexual orientation, gender identity or expression, or disability which interferes with educational opportunities or adversely affects the student's ability to participate in school or associated events. As stated in our policy on Academy Decorum, the school expects everyone to demonstrate positive behavior. Alleged bullying should be brought to the immediate attention of Academy staff. Appropriate measures will be taken to ensure a safe, creative environment for everyone in the school and disciplinary action will result if required. An Incident Report must be completed and filed. Discipline for breaches in policy by students is not considered harassment by the school; however, an enforcement of the agreement.

Weapons Policy:

Other than in the possession of official on-duty officer of the law, prohibited and/or dangerous weapons are not permitted on any L'A facility or L'A-organized offsite events. A permit to carry a firearm or concealed weapon does not supersede this policy. Students or associates in possession of a weapon will be immediately terminated and the police contacted. Some examples of prohibited weapons include:

- Firearms (pistols, revolvers, shotguns, rifles and bb guns)
- Knives (switchblades, gravity knives, etc.)
- Metal knuckles
- Bows and arrows
- Tasers

Reporting Crimes or Other Emergencies:

If you observe any crime or if any person reveals to you that he/she learned of, was the victim of, perpetrator of, or witness of a crime,

immediately inform the CSA. This crime may take the form of hate crimes, which manifest evidence that the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity or disability. To protect individuals and encourage all crimes to be reported (and included in the annual disclosure of crime statistics), L'A will allow victims or witnesses to report crimes on a voluntary, confidential basis and will initiate procedures of contacting the appropriate authorities and documenting the incident.

Timely Warning and Emergency Notification for Serious Crimes and/or Threats

In the event that a situation arises that constitutes an ongoing or continuing threat to the health or safety of students and/or associates, L'A will immediately notify the campus community. Since each L'A location is contained within a small area (typically a building and exterior parking), the existence of this threat will be confirmed by a CSA at the specific location. L'A will, without delay, determine the content of the notification, and initiate the notification process. The notification will be issued by the CSA via one or more of the following methods: text or e-mail announcements, the posting of flyers, campus announcements, or other appropriate means. The broader community will be made aware in a timely manner of any crimes, suspicious activities or other security problems through local police reports, which are published in the local newspaper.

Security Notifications and Updates

In the event L'A is made aware of a potential security situation that is not of immediate emergency nature, but may affect the potential safety and security of L'A guests, students and associates, L'A will distribute written notification documenting the security concern. Updates will be distributed in the same manner, or other method, as needed.

Emergency Response and Evacuation Procedures:

In an emergency requiring building evacuation, students, associates and guests should evacuate through the nearest exit, taking only personal valuables that are in the immediate area. All emergency exit maps are posted throughout the campus. Do not return to offices and lockers. When the alarm sounds or when instructed via announcement from a campus official, please remain calm and keep to the right of walkways when exiting the building. This allows emergency personnel to have unobstructed access throughout the building. After exiting the building, please gather at the remote end of the parking lot or the campus designated evacuation area and remain there until an all-clear sign has been given by a campus official.

L'A campuses will conduct two tests of these procedures each year; the first will be performed in the spring and the second will be performed in the fall.

Severe Weather Shelter:

In the event a severe weather warning has been issued or another situation arises that may impact the health or safety of people on campus, an announcement and directives will be made through the campus facility. All associates, students, and guests need to remain calm and should follow the verbal instructions, seeking shelter in interior, non-windowed areas of the school.

Medical Emergency:

In the event of a medical emergency requiring immediate action, persons should engage a campus associate to dial 911 for outside medical assistance. If an associate is not in the immediate area and the situation appears dire, the student should initiate the 911 call immediately.

CAMPUS CRIME STATISTICS

Each year, as required by the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, L'esprit Academy ("L'A") ensures that three (3) years of crime data have been entered into the Department of Education's online Campus Safety and Security Survey application.

Crimes that are included, but not limited to, are:

- Criminal Offenses—Criminal Homicide, including: a) murder and non-negligent manslaughter, and b) negligent manslaughter; rape; fondling; incest; statutory rape; robbery; aggravated assault; burglary; motor vehicle theft; and arson.
- Arrests and Referrals for Disciplinary Action for Weapons: Carrying, Possessing, Etc.; Drug Abuse Violations; and Liquor Law Violations.
- VAWA Offenses—domestic violence; dating violence; and stalking incidents that were reported to CSA's or local police agencies.
- Hate Crimes—Any of the above-mentioned offenses that were motivated by bias.

Geographic areas associated with the Clery Act are:

- On-Campus – any building or property owned or controlled (leased) by an institution within the same reasonably adjoining geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes. These buildings include residential halls, any building or property that is owned by the institution but controlled by another person, those frequently used by students and those that support institutional purposes such as a food or retail vendor. Any on-campus buildings would be the school itself.
- Non-Campus – includes any building (or property) owned or controlled by student organizations recognized by the school, as well as any building or property owned or controlled by the school that is not considered on-campus (above). Note: L'A does not have any non-campus buildings.
- Public Property – all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. Excludes any private property that is identified as being separate from the institution.

There are no off-campus locations of student organizations officially recognized by L'A. Thus, we do not have a policy to monitor and record through local police agencies any criminal activity at any specific off-campus locations on an ongoing basis.

Anyone who is interested in obtaining crime statistics can do so using the Department of Education's Campus Safety and Security Data Analysis Cutting Tool application. The application and additional information can be found through the following link: <https://ope.ed.gov/campusafety/#/>.

The 2021, 2022, and 2023 L'esprit Academy Campus Safety and Security Data is on the next page.

Offense		Canton						Royal Oak / Southfield **					
		On-Campus			Off-Campus			On-Campus			Off-Campus		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Reported Offenses	Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
	Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
	Rape	0	0	0	0	0	0	0	0	0	0	0	0
	Fondling	0	0	0	0	0	0	0	0	0	0	0	0
	Incest	0	0	0	0	0	0	0	0	0	0	0	0
	Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
	Robbery	0	0	0	0	0	0	0	0	0	0	0	0
	Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
	Burglary	0	0	0	0	0	0	0	0	0	0	0	0
	Motor Vehicle Theft	0	1	0	0	0	0	0	0	0	0	0	0
	Arson	0	0	0	0	0	0	0	0	0	0	0	0
Arrests	Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
	Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	0
	Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions	Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
	Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	0
	Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses	Domestic Violence	1	0	0	0	0	0	0	0	0	1	0	
	Dating Violence	0	0	0	0	0	0	0	0	0	0	0	
	Stalking	0	0	0	0	0	0	0	0	0	0	0	
	Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	

** 2021 and 2022 statistics are for the Royal Oak campus location only. The Southfield campus opened for operations in 2023. Therefore, 2023 statistics are for the Southfield campus only.