

International Salon and Spa Academy

Consumer Information

Thomas J. Twardowski, President

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International Salon and Spa Academy

CAMPUS DRUG AND ALCOHOL POLICY

International Salon and Spa Academy is an accredited private proprietary post-secondary training institutions that adhere to all local, state and federal regulations and laws. School policy requires compliance with the Drug Free Schools and Communities Amendments of 1989 (a Federal law). The school has adopted the following drug and alcohol prevention program.

The use, possession, distribution, sale or manufacture by a student or employee of alcohol or illicit drugs anywhere on school property or during any school authorized campus activity is forbidden. Students or employees in violation of state, federal or local regulations with respect to illegal drug or alcohol use may be subject to both criminal prosecution and campus disciplinary action.

LEGAL SANCTIONS

Any student or employee convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of drugs or alcohol is subject to criminal penalties under local, state, or federal law. These penalties vary in severity from a fine of \$100.00 up to \$8,000.00 and/or a jail sentence of 30 days up to life imprisonment. The exact penalty depends upon the nature of severity of the individual offense.

SCHOOL SANCTIONS

Possession, use, sale or manufacture of alcohol or illegal drugs in any amount by a student on school property or at a school-authorized activity, will result in disciplinary probation, suspension or termination. The severity of the sanction depends upon the nature and severity of the individual offense.

Possession, use, sale or manufacture or furnishing a minor with alcohol or illegal drugs in any amount by an employee on school property, or at a school authorized activity will result in suspension or dismissal depending on the nature and severity of the violation.

DEFINITIONS OF SANCTIONS

STUDENTS:

Disciplinary probation: A specified period of time in which a student is advised in writing of probable suspension or termination for future violation of this policy.

Suspension: Temporary interruption of training for a specified period, with the student advised in writing of probable termination for future violation of this policy.

Termination: A permanent dismissal from the school. Conditions for appeal of termination are outlined in the school catalog.

EMPLOYEES:

Suspension: Unpaid interruption of employment for a specified period, with WRITTEN WARNING of probable dismissal for future violation of this policy.

Dismissal: Termination of employment with the employee notified in writing that he/she is ineligible for rehire by the school at any time in the future.

** These sanctions are in addition to any criminal sanctions, which may be imposed by the judicial system. Student employees are subject to both employee and student sanctions.

HEALTH RISKS

<u>SUBSTANCE</u>	<u>EFFECTS</u>
Alcohol (at .10 blood alcohol and above).	Impaired motor abilities; reduced judgment; sleepiness; nausea; vomiting; liver disorders including Hepatitis and Cirrhosis; fetal alcohol syndrome (most common symptom is mental retardation). Excessive use of alcohol is proven to be a factor in cancer of the mouth, tongue, throat, esophagus, liver, and breast.
Cannabis Marijuana, Hash, Hash Oil, THC. cognitive	Diminished short-term memory, motivation, coordination, oral communication and reaction time; anxiety and panic reaction; damaged lungs and respiratory system; carcinogenic elements in smoke are proven to contribute to cancer of the mouth, throat, esophagus and lung.
Cocaine (includes Crack).	Increased likelihood of risk taking; seizures; sleeplessness; paranoia, irregular heartbeat, can cause sudden death by stroke or heart failure even in young users; cocaine psychosis (paranoia and hallucinations) ulceration of mucous membranes in nose; sexual dysfunction; during pregnancy: severe physical and emotional problems in babies.
Depressants, Tranquilizers, Barbiturates, Methaqualone.	Dangerous effects when mixed with alcohol; calmness and relaxed muscles; slurred speech, staggering gait, loss of motor coordination; altered perceptions; respiratory depression which can result in coma or death; disruption of normal sleep cycle; tolerance develops severe withdrawal symptoms; physical and psychological dependence; during pregnancy: birth defects and brain tumors in children.
Stimulants (excluding Cocaine), Amphetamines, Met amphetamines.	Increased heart and respiratory rates; elevated blood pressure; decreased appetite; headaches; blurred vision; dizziness; sleeplessness; anxiety; amphetamine psychosis; violent behavior; hallucinations; delusions; paranoia; drug tolerance and dependence; mood swings; ulcers; mental confusion.
Hallucinogens, LSD, Mescaline, Psilocybin, Phencyclidine (PCP), MDMA (ecstasy), MDA.	Distorted sense of distance, space and time; blockage of pain sensations; nausea, vomiting and diarrhea; severe mood disorders, panic, depression, anxiety; greater suggestibility and feelings of invulnerability; unpredictable reactions if drugs are "cut" with impurities; tolerance after 3-4 daily doses (higher doses are required to produce same effects).
Narcotics, Opium, Morphine, Codeine, Thebaine, Heroin, Methadone, Darvon, Demerol.	Feeling of euphoria followed by drowsiness; nausea and vomiting; respiratory depression; central nervous system depression; use of unsterile needles promotes: AIDS, Hepatitis B and Endocarditic (infection in the heart); women dependent on opiates have multiple pregnancy complications: spontaneous abortions, stillbirths, anemia and diabetes.

TREATMENT RESOURCES

If at any time, a faculty or staff member believes a student or co-worker has a drug or alcohol abuse problem, the following list will be provided to the suspected abuser:

Alcohol Abuse (24 hour helpline)	(800) 283-2600
Alcoholics Anonymous (24hrs):	(719) 573-5020
A Turning Point:	(719) 550-1011
Behavioral Health Referral Center:	(719) 776-8482
Cedar Springs Behavioral Health Systems:	(719) 633-4114
Center for the Prevention of Domestic Violence	(719) 633-1462
Cocaine Anonymous:	(719) 590-8720
Domestic Violence (24 hour helpline)	(719) 633-3819
El Paso County Health Department Drug & Alcohol Clinic:	(719) 578-3150
Narcotics Anonymous:	(719) 776-8482
Pathways:	(719) 593-2376
Pikes Peak Mental Health Center (24hrs):	(719) 390-2400
Rape Crisis Center (24 hour service)	(719) 633-3819
Riegel Center:	(719) 776-8741
Social Services	(719) 636-6000
Victim Services (Colorado Springs Police Department)	(719) 444-7540

This policy is delivered to all students and employees no later than September 30 each year.

NOTICE OF A DRUG-FREE WORKPLACE STATEMENT

1. International Salon and Spa Academy, (hereinafter referred to as "this institution") has a policy of maintaining a Drug-Free Workplace. All students are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of controlled substances (drug and alcohol) is prohibited this institution's workplace. The workplace for this institution is defined in Paragraph 2 below.
2. In compliance with the Drug-Free Workplace Act of 1988, this institution's "workplace" consists of the following location:
 - a. the entire campus facility
 - b. any location used for an off-site school function, i.e., competition, hair show, graduation, etc.
 - c. students must comply with the policy while off-site if they are participating in any activities with this institution in any capacity
3. Non-compliance with the terms in Paragraph 1 above will result in the following action being taken by this institution:
 - a. Mandatory counseling, rehabilitation given by a Federal State or local health, law enforcement, or other appropriate agency which is approved for purposes of chemical abuse counseling and rehabilitation.
 - b. Notification to the proper law enforcement authorities
 - c. Termination of enrollment
4. All students must read, understand and sign the following statement:
 - a. I understand that International Salon and Spa Academy, by participating in Title IV Federal Funds Programs, must establish a policy of a Drug-Free Workplace and as a student of International Salon and Spa Academy I must acknowledge and agree to abide by the terms of Paragraph 1 above.
 - b. I must notify the School Director of any criminal drug statute conviction of a violation occurring in the workplace not later than ten days after such conviction.
 - c. I understand that this institution has established a Drug-Free Awareness Program to inform students about:
 1. The dangers of drug abuse in the workplace
 2. This institution's policy of maintaining a Drug-Free Workplace
 3. Any available drug counseling, rehabilitation and student assistance programs
 4. The penalties that may be imposed upon student for drug abuse violations occurring in the workplace (See Paragraph 3 above)

I have read and understand the conditions explained in Paragraph 4. I have received a copy of this statement and I agree to willingly participate in the Drug-Free Workplace Program.

Date

Student Signature

STUDENT GRIEVANCES

A grievance procedure is to be followed by all students who seek resolution of a grievance, complaint or concern related to their training. The procedure is as follows:

- The student should attempt to resolve the grievance at the staff level nearest the source or cause of the concern; most concerns can be resolved there.
- If the issue cannot be resolved at the source, the student is encouraged to present the concern to the Executive Director or the next level of authority.
- After a timely review of information received, a maximum of ten (10 days) is allowed in which a report will be given to the student of the findings of the grievance and a decision made.
- If the student remains dissatisfied with the decision, the student must submit a written grievance to be considered by the Grievance Committee.
- The written document must include a clear concise statement of the problem and request a specific remedy or corrective action for the committee's consideration.
- The Grievance Committee will be allowed twenty (20) calendar days in which to discuss the matter with all interested parties and provide the student a written determination stating the reason for the decision.
- The grievance committee consists of various Academy personnel.
- If the student remains dissatisfied with the decision, he or she may request an appointment with the Executive Director to review the decision of the Grievance Committee.
- The Executive Director has the authority to either confirm or revise any previous decision.
- The student will be informed within five (5) working days from the date of the meeting, of the Executive Director's assessment and judgment.
- When further appeal is desired, the student may pursue the matter with the Colorado Department of Education, Division of Private Occupational Schools, or The National Accrediting Commission of Career Arts and Sciences. <http://www.naccas.org/contact-us>
- All complaints must be filed online with the Colorado Department of Higher Education, Division of Private Occupational Schools. There is a two year limitation from the student's last date of attendance for the Division to investigate the student complaints. <https://highered.colorado.gov/DPOS/Complaints/DPOSFileComplaint.aspx>
- The Academy is licensed and approved in Colorado to prepare individuals for licensure and entry level employment in Colorado. If you are planning on working in a state other than Colorado, you must investigate requirements for licensure and employment in that state.

CAMPUS CRIME AND SEXUAL ASSAULT/HARASSMENT POLICY

The safety and security of students, staff and faculty are of utmost importance to the Institutions' administration. All must be aware of and actively participate in the Institutions' safety and security policies. Institution policy requires compliance with the Campus Security Act of 1990 and the Campus Security Act of 1998 (Federal laws). The schools have adopted the following policies and procedures, which apply to all students, employees and campus visitors.

CAMPUS CRIME POLICY AND PROCEDURES

All employees and students are required to file an incident report with the Campus Administration for all crimes and unsafe incidents within 24 hours of the occurrence of the incident. Incident reports are available in the Business Office or at the front counter in the clinic. All incident reports will be filed in the crime file at each individual campus. The Annual Crime Report is filed annually with the U.S. Department of Education from reports contained in the crime file along with reports procured from the city Police Department. The Executive Director bears the responsibility of campus notification of any incident or known crime that may pose a threat to students or staff members. The Administration bears the responsibility for the annual crime and security report.

Colorado Revised Status 18-8-115, Duty to Report a Crime, requires all persons who believe a crime has been committed to promptly report the suspected crime to law enforcement authorities. You can report a crime by calling the Colorado Springs Police Department at (719) 444-7000. In case of an emergency, call 911 immediately. Officers will respond to crime reports as appropriate, using federal, state and municipal laws as guideline.

Campus hours of operation are:

International Salon and Spa Academy

Monday	8:00 AM – 9:00 PM
Tuesday - Thursday	8:00 AM – 9:00 PM
Friday	8:00 AM – 5:00 PM
Saturday	8:00 AM – 3:30 PM
Sunday	12:00 PM – 6:00 PM

A staff member is in the building and in charge of security during all hours of operation. Although no school employees are authorized to make an arrest, all are trained in the correct procedure to diffuse volatile situations and promptly report all crimes to the city police department.

The Campus Crime policy is distributed to all employees and students no later than September 30th each year. All staff members must be cognizant of all crime prevention and security procedures. At a minimum, staff members are responsible for:

1. Assuring all possessions are stored securely and all offices and classrooms are locked when unattended.
2. Immediately reporting suspected criminal activity to the Administration. A written incident report must be filed within 24 hours of the incident.
3. Acting in a responsible and cautious manner when criminal activity poses a threat to employees, students or visitors. Personal safety must be everyone's primary concern. Therefore, staff members are trained not to confront, antagonize or attempt to apprehend criminal suspects. They should observe the activity, immediately contact the local police and offer every cooperation with the authorities upon their arrival.

As prescribed in the school catalog, students are required to comply with all rules, regulations and Standards of Conduct as published by the institution in its Catalog, as well as with civil and criminal law at all times. Should violations occur, violators will be subject to appropriate disciplinary action. Such action will depend upon the severity of the violation. Disciplinary action may include written warning, probation, suspension, dismissal or referral to local police.

All visitors, applicants, student clinics guests, family members and vendors are required to enter the premises through the lobby and check in with the front desk attendant.

SEXUAL OFFENSE PROCEDURES

Any victim of a sexual assault, including, but not limited to rape, whether on campus or off, will be advised to immediately report the incident to the local police. Upon request, a member of the school administration will assist the victim with the report. It is vital that all evidence be preserved to assist law enforcement personnel with the investigation of the incident. A staff or faculty member will transport you to Memorial Hospital where qualified medical personnel will examine you and collect vital forensic evidence from your person.

If the said victim and the alleged perpetrator are both students, it must be understood that both are entitled to the same rights regarding any campus hearing that may be held to determine appropriate action. Both may have family members and/or legal representation present at the campus hearing. The Academy's Administration will hear the circumstances, review evidence, and then make a decision as to the appropriate action to be taken. All involved parties will be notified in writing of the decision and action to be taken.

The school administration is available to assist victims of sexual offenses, whether the offense occurred on or off campus. When further assistance is required, such as mental health counseling, the student will be referred to local support agencies as described in the school's general catalog.

SEXUAL HARASSMENT POLICIES

The Academy strives to provide a vocational learning environment, which protects individual dignity and the integrity of human relationships. As a place of work and learning, the environment must be free of sexual harassment and related retaliation. Such conduct is reprehensible because it undermines the integrity of the Academy and threatens the careers, educational experience and well being of students, faculty and staff.

The law defines two types of sexual harassment. They are:

1. "Quid pro quo" which is defined as making conditions of employment (hiring, promotion, salary increase, retention, etc.) contingent on the victim's providing sexual favors.
2. "Hostile working environment" which is defined as speech or conduct of a sexually discriminating nature, which was neither welcomed or encouraged, committed by or permitted by a supervisor, which is so offensive to a reasonable person as to create an abusive working environment or impair his/her job.

The school does not permit sexual harassment of any nature at any time. If a student or staff member believes such has occurred, he/she must report it immediately to the next level of supervision. The claim will be investigated by the Administration, a decision as to the validity of the claim will be made and appropriate action will be taken.

SEX OFFENDER INFORMATION

Colorado Revised Statute requires that sex offenders register with the law enforcement agency where they reside. The local law enforcement agency is required to maintain a list of offenders for their city/community. For a list of sexual offenders for Colorado Springs, go to <http://www.springsgov.com/units/police/SOAgreement.asp>. If you live in El Paso county, go to <http://www.icrimewatch.net/index.php?AgencyID=54430&disc=> or contact the El Paso County Sheriff's office at 390-5555. At the time of this publication, there is no statewide list of sexual offenders, but you may obtain a limited list at <http://sor.state.co.us/?SOR=home.sorreg>

CAMPUS CRIME STATISTICS

In compliance with the Campus Security Act of 1998, the school provides the following criminal activity statistics of campus and its surrounding area.

CAMPUS CRIME STATISTICS

Category	On-Campus			Non-Campus/Public Property					
	2016	2017	2018	2016	2017	2018			
	Criminal Homicide by Type								
Murder/Non-Negligent manslaughter	0	0	0	0	0	0			
Neglegent manslaughter	0	0	0	0	0	0			
	Other Criminal Offenses								
Aggravated Assault	0	0	0	0	0	0			
Robbery	0	0	0	0	0	0			
burglary	0	0	0	0	0	0			
Motor Vehicle Theft	0	0	0	0	0	0			
Arson	0	0	0	0	0	0			
Domestic Violence	0	0	0	0	0	0			
Dating Violence	0	0	0	0	0	0			
Stalking	0	0	0	0	0	0			
	Forcible Sex Offenses by Type								
Rape	0	0	0	0	0	0			
Fondling	0	0	0	0	0	0			
	Non-Forcible Sexual Offenses by Type								
Incest	0	0	0	0	0	0			
Statutory Rape	0	0	0	0	0	0			
	Disciplinary Actions								
Liquor Law Violations	0	0	0	0	0	0			
Drug Law Violations	0	0	0	0	0	0			
Weapons Possession	0	0	0	0	0	0			
	Arrests on Campus								
Liquor Law Violations	0	0	0	0	0	0			
Drug Law Violations	0	0	0	0	0	0			
Weapons Possession	0	0	0	0	0	0			
Hate Crimes	On Campus - 2018								
	2018 total	Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin

2017 CAMPUS PERFORMANCE STATISTICS

As required by the U.S. Department of Education, we are providing you with the completion, licensure and employment rates for last year:

	<u>COS</u>	<u>HS</u>	<u>MAN</u>	<u>EST</u>	<u>BAR</u>	<u>TOTAL</u>
Students Scheduled to Complete Course	98	0	35	103	61	297
Students Who Completed Course	43	0	25	83	29	180
Students Who Took State Examination	26	0	15	72	18	131
Students Who Passed State Examination	26	0	15	72	18	131
Students Eligible for Employment	42	0	25	82	29	178
Students Who Obtained Related Employment	19	0	14	41	21	95

CAMPUS COMPLETION RATE: 61%
 CAMPUS LICENSURE RATE: 100%
 CAMPUS EMPLOYMENT RATE: 54%

The following information is provided as required by the U.S. Department of Education:

Occupational Outlook Handbook* Barbers, Cosmetologists, and Other Personal Appearance Workers

Significant Points

- Job opportunities generally should be good, but competition is expected for jobs and clients at higher paying salons; opportunities will be best for those licensed to provide a broad range of services.
- Barbers, cosmetologists, and most other personal appearance workers must be licensed.
- Almost half of all barbers, cosmetologists, and other personal appearance workers are self-employed; many also work flexible schedules.

Nature of the Work

Barbers and cosmetologists, also called hairdressers and hairstylists, help people look neat and well-groomed. Other personal appearance workers, such as manicurists and pedicurists, shampooers, and skin care specialists provide specialized services that help clients look and feel their best. **Barbers** cut, trim, shampoo, and style hair. Also, they fit hairpieces and offer scalp treatments and facial massages. In many States, barbers are licensed to color, bleach, or highlight hair and offer permanent-wave services. Many barbers also provide skin care and nail treatments. **Hairdressers, hairstylists, and cosmetologists** provide beauty services, such as shampooing, cutting, coloring, and styling hair. They may advise clients on how to care for their hair, straighten hair or give it a permanent wave, or lighten or darken hair color. Additionally, cosmetologists may train to give manicures, pedicures, and scalp and facial treatments; provide makeup analysis; and clean and style wigs and hairpieces. A number of workers offer specialized services. **Manicurists and pedicurists**, called **nail technicians** in some States, work exclusively on nails and provide manicures, pedicures, coloring, and nail extensions to clients. Another group of specialists is **skin care specialists**, or **estheticians**, who cleanse and beautify the skin by giving facials, full-body treatments, and head and neck massages and by removing hair through waxing. **Electrologists** use an electrolysis machine to remove hair. Finally, in some larger salons, **shampooers** specialize in shampooing and conditioning clients' hair. In addition to their work with clients, personal appearance workers are expected to maintain clean work areas and sanitize all work implements. They may make appointments and keep records of hair color and permanent-wave formulas used by their regular clients. A growing number actively sell hair products and other cosmetic supplies. Barbers, cosmetologists, and other personal appearance workers who operate their own salons have managerial duties that include hiring, supervising, and firing workers, as well as keeping business and inventory records, ordering supplies, and arranging for advertising.

Working Conditions

Barbers, cosmetologists, and other personal appearance workers usually work in clean, pleasant surroundings with good lighting and ventilation. Good health and stamina are important, because these workers are on their feet for most of their shift. Because prolonged exposure to some hair and nail chemicals may cause irritation, special care is taken to use protective clothing, such as plastic gloves or aprons. Most full-time barbers, cosmetologists, and other personal appearance workers put in a 40-hour week, but longer hours are common in this occupation, especially among self-employed workers. Work schedules may include evenings and weekends, the times when beauty salons and barbershops are busiest. Because barbers and cosmetologists generally will be working on weekends and during lunch and evening hours, they may arrange to take breaks during less popular times. About 30 percent of cosmetologists and 19 percent of barbers work part time and 14 percent of cosmetologists and 13 percent of barbers have variable schedules.

Employment

Barbers, cosmetologists, and other personal appearance workers held about 794,600 jobs in 2012. Of these, barbers, hairdressers, hairstylists, and cosmetologists held 663,300 jobs; manicurists and pedicurists, 86,900; and skin care specialists, 44,400. Most of these workers are employed in beauty salons or barber shops, but they are also found in nail salons, department stores, nursing and other residential care homes, and drug and cosmetics stores. Nearly every town has a barbershop or beauty salon, but employment in this occupation is concentrated in the most populous cities and States. Almost half of all barbers, cosmetologists, and other personal appearance workers are self-employed. Many own their own salon, but a growing number lease booth space or a chair from the salon's owner.

Training, Other Qualifications, and Advancement

All States require barbers, cosmetologists, and hairdressers to be licensed. State licensing requirements for Manicurists, Pedicurists and Skincare Specialists vary by state. Qualifications for a license vary. Generally, a person must have graduated from a State-licensed barber or cosmetology school and be at least 16 years old. A few States require applicants to pass a physical examination. Some States require graduation from high school while others require as little as an eighth-grade education. In a few States, the completion of an apprenticeship can substitute for graduation from a school, but very few barbers or cosmetologists learn their skills in this way. Applicants for a license usually are required to pass a written test and demonstrate an ability to perform basic barbering or cosmetology services. Some States have reciprocity agreements that allow licensed barbers and cosmetologists to obtain a license in a different State without additional formal training. Other States do not recognize training or licenses obtained in another State; consequently, persons who wish to work in a particular State should review the laws of that State before entering a training program. Public and private vocational schools offer daytime or evening classes in barbering and cosmetology. Full-time programs in barbering and cosmetology usually last nine to twenty-four months, but training for manicurists and pedicurists, skin care specialists, and electrologists requires significantly less time. An apprenticeship program can last from 1 to 3 years. Shampooers generally do not need formal training or a license. Formal training programs include classroom study, demonstrations, and practical work. Students study the basic services—cutting hair, shaving customers, providing facial massages, and giving hair and scalp treatments—and, under supervision, practice on customers in school “clinics.” Most schools also teach unisex hairstyling and chemical styling. Students attend lectures on the use and care of instruments, sanitation and hygiene, chemistry, anatomy, physiology, and the recognition of simple skin ailments. Instruction also is provided in communication, sales, and general business practices. Experienced barbers and cosmetologists may take advanced courses in hairstyling, coloring, and the sale and service of hairpieces. After graduating from a training program, students can take the State licensing examination, which consists of a written test and, in some cases, a practical test of styling skills based on established performance criteria. A few States include an oral examination in which the applicant is asked to explain the procedures he or she is following while taking the practical test. In many States, cosmetology training may be credited toward a barbering license, and vice versa. A few States combine the two licenses into one hairstyling license. Many States require separate licensing examinations for manicurists, pedicurists, and skin care specialists. For many barbers, cosmetologists, and other personal appearance workers, formal training and a license are only the first steps in a career that requires years of continuing education. Because hairstyles change, new products are developed, and services expand to meet clients' needs, personal appearance workers must keep abreast of the latest fashions and beauty techniques. They attend training at salons, cosmetology schools, or product shows. Through workshops and demonstrations of the latest techniques, industry representatives

introduce cosmetologists to a wide range of products and services. As retail sales become an increasingly important part of salons' revenue, the ability to be an effective salesperson becomes vital for salon workers. Successful personal appearance workers should have an understanding of fashion, art, and technical design. They should enjoy working with the public and be willing and able to follow clients' instructions. Communication, image, and attitude play an important role in career success. Some cosmetology schools consider "people skills" to be such an integral part of the job that they require coursework in this area. Business skills are important for those who plan to operate their own salons. During their first months on the job, new workers are given relatively simple tasks or are assigned the simpler hairstyling patterns. Once they have demonstrated their skills, they are gradually permitted to perform more complicated tasks, such as coloring hair or applying a permanent wave. As they continue to work in the field, more training is usually required to learn the techniques used in each salon and to build on the basics learned in cosmetology school. Advancement usually takes the form of higher earnings as barbers and cosmetologists gain experience and build a steady clientele. Some barbers and cosmetologists manage large salons or open their own after several years of experience. Others teach in barber or cosmetology schools, or provide training through vocational schools. Still others advance to become sales representatives, image or fashion consultants, or examiners for State licensing boards.

Job Outlook

Overall employment of barbers, cosmetologists, and hairdressers is projected to grow 13 percent from 2012 to 2022, about as fast as the average. Employment of manicurists and pedicurists is projected to grow 16 percent from 2012 to 2022, faster than the average for all occupations. Employment of skincare specialists is projected to grow 40 percent from 2012 to 2022, much faster than the average for all occupations. In addition to those arising from job growth, numerous job openings will arise from the need to replace workers who transfer to other occupations, retire, or leave the labor force for other reasons. As a result, job opportunities generally should be good. However, competition is expected for jobs and clients at higher paying salons, as applicants compete with a large pool of licensed and experienced cosmetologists for these positions. Opportunities will be best for those licensed to provide a broad range of services. Employment trends are expected to vary among the different specialties within this grouping of occupations. For example, slower than average growth is expected in employment of barbers due to a large number of retirements and the relatively small number of cosmetology school graduates opting to obtain barbering licenses. On the other hand, employment of hairdressers, hairstylists, and cosmetologists should grow about as fast as average, because many now cut and style both men's and women's hair and because the demand for coloring services and other hair treatments, such as permanent waves, by teens and aging baby boomers is expected to remain steady or even grow. Continued growth in the number of nail salons and full-service day spas will generate numerous job openings for manicurists, pedicurists, skin care specialists, and shampooers. Nail salons specialize in providing manicures and pedicures. Day spas typically provide a full range of services, including beauty wraps, manicures and pedicures, facials, and massages.

Earnings

Barbers, cosmetologists, and other personal appearance workers receive income from a variety of sources. They may receive commissions based on the price of the service or a salary based on number of hours worked. All receive tips, and many receive commissions on the products they sell. In addition, some salons pay bonuses to employees who bring in new business. The median hourly wage in May 2012 for barbers, hairdressers, hairstylists, and cosmetologists was \$10.91 or \$22,770 per year. The median wage is the wage at which half the workers earned more than the amount and half earned less. The lowest 10 percent earned less than \$8.11 and the top 10 percent earned more than \$20.39. The median hourly wage for manicurists and pedicurists in May 2012 was \$9.24 or \$19,220 per year. The median hourly wage for skincare specialists in May 2012 was \$13.77 or \$28,640. A number of factors determine the total income of barbers, cosmetologists, and other personal appearance workers, including the size and location of the salon, the number of hours worked, clients' tipping habits, and competition from other barber shops and salons. Cosmetologists or barber's initiative and ability to attract and hold regular clients also are key factors in determining his or her earnings. Earnings for entry-level workers are usually low; however, for those who stay in the profession, earnings can be considerably higher. Although some salons offer paid vacations and medical benefits, many self-employed and part-time workers in this occupation do not enjoy such common benefits.

Related Occupations

Other workers who provide a personal service to clients and usually must be professionally licensed or certified include [massage therapists](#) and [fitness workers](#).

Sources of Additional Information

A list of licensed training schools and licensing requirements for cosmetologists may be obtained from:

- National Accrediting Commission of Career Arts and Sciences
4401 Ford Ave., Suite 1300
Alexandria, VA 22302.

Internet: <http://www.naccas.org>

Information about a career in cosmetology is available from:

- National Cosmetology Association
401 N. Michigan Ave., 22nd floor
Chicago, IL 60611.

Internet: <http://www.salonprofessionals.org>

Thomas J. Twardowski, President
International Salon and Spa Academy

*from U.S. Bureau of Labor Statistics

INDUSTRY PHYSICAL DEMANDS

Cosmetologists, barbers, hairstylists, estheticians and nail technicians work in a clean pleasant surrounding with good light and ventilation. Good health and stamina are important because in these professions you must stand a great deal. Prolonged exposure to some chemicals may cause irritation so special care must be taken when working in these fields.

This industry may work more than 40 hours a week, the versatile opportunities of hours in these fields include a variety of schedules from early morning to evening, seven days a week. Part time and a choice of hours are always an option.

Below are some common ailments that may afflict this industry:

Ailment: tendonitis and carpal tunnel syndrome. An inflammation of the tendons, tendonitis is caused by bending the wrist motion or frequent or forceful pinching or grasping. Carpal tunnel syndrome results from swollen tendons pressing on the nerve in the carpal tunnel of the wrist, leading to numbness and weakness in the hand. You are at risk when you do a cut or blow dry or use a round brush or curling iron.

Prevention: use wrist exercises to reduce the amount of stress put on the tendons during the massage. Use lightweight evenly balanced tools.

Ailment: Bursitis. The bursa are fluid-filled sacs between the tendons and the bones in your shoulder. When squeezed, they become inflamed. You can get bursitis by raising your arm so that your elbow is above your shoulder.

Prevention: adjust the facial bed or salon chair as needed.

Ailment: Neck and Back Pain. Caused by standing for long periods of time and use of incorrect posture while working.

Prevention: Learn to bend at the hip. Bend your knees and pull in your abdominal muscles when standing.

INDUSTRY SAFETY REQUIREMENTS

Flooring – The floor surface in the working area of the clinic shall be kept clean, in good repair and free of hair, articles dripped, spilled or other hazards.

Ventilation – All establishments shall be sufficiently ventilated by appropriate means to exhaust hazardous or objectionable airborne chemicals to control chemical exposures and to allow the free flow of air.

Storage of tools, implements and supplies – All sharp tools and implements and heat producing appliances shall be safely stored. Soiled tools, linens and implements shall be deposited in a receptacle separate from those which are clean or pre-sanitized.

Chemical Storage and Use - Chemicals used to provide services to clients or chemical cleaning, sanitizing and sterilizing products, shall be stored in a manner that maintains public safety and health. Licensee shall adhere to

product manufacturers' direction for use and storage of a product. In the absence of manufacturers' instructions, flammable chemicals shall be stored in a non-flammable storage cabinet or a properly ventilated room. Chemicals which could interact in a hazardous manner shall be segregated in storage. Chemicals used to provide services shall be mixed in an area which has adequate ventilation and NOT within twenty five feet of an open flame or electrical device.

Water Supply – A safe and adequate supply of hot and cold running water through a mixing faucet shall be provided.

Bottles and Containers – Shall be distinctly and correctly labeled to disclose their contents. All bottles containing poisonous or caustic substances shall be additionally and distinctly marked as such and shall be stored in an area not open to the public, and in accordance to manufacturers' instructions.

General Requirements – All places of business and licensees that provide cosmetology, barbering, hairstyling, esthetician or nail tech services shall comply with the health, safety and sanitation requirements set forth in the Barbers and Cosmetologist Practice Act at 12 8-101, *et seq.*, C.R.S. and other applicable rules and regulations promulgated by the Director.

Completers by Level

Institutions must report the following information. This screen will be shown for each of the following award categories for which completions have been reported:

- Less than 1-year certificates
- At least 1 but less than 4-year certificates
- Associate's degrees
- Bachelor's degrees
- Master's degrees
- Doctor's degrees
- Postbaccalaureate and post-master's certificates

Less than 1-year certificates

Number of students by gender, by race and ethnicity, and by age earning this award between July 1, 2011 and June 30, 2012. Each student should be counted once per award level. For example, if a student earned a master's degree and a doctor's degree, he/she should be counted once in master's and once in doctor's. A student earning two master's degrees should be counted only once.

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

	Number of Students	Total Awards
By Gender		
Men	0	0
Women	52	52
TOTAL	52	52
By Race/Ethnicity		
<u>Nonresident alien</u>	0	0
<u>Hispanic/Latino</u>	9	9
<u>American Indian or Alaska Native</u>	0	0
<u>Asian</u>	1	1
<u>Black or African American</u>	5	5
<u>Native Hawaiian or Other Pacific Islander</u>	0	0
<u>White</u>	37	37
Two or more races	0	0
<u>Race and ethnicity unknown</u>	0	0
TOTAL	52	52
By Age		
Under 18	0	
18-24	20	
25-39	19	
40 and Above	13	
Age Unknown	0	
TOTAL	52	52

Completers by Level

Institutions must report the following information. This screen will be shown for each of the following award categories for which completions have been reported:

- Less than 1-year certificates
- At least 1 but less than 4-year certificates
- Associate's degrees
- Bachelor's degrees
- Master's degrees
- Doctor's degrees
- Postbaccalaureate and post-master's certificates

At least 1 but less than 4-year certificates

Number of students by gender, by race and ethnicity, and by age earning this award between July 1, 2011 and June 30, 2012. Each student should be counted once per award level. For example, if a student earned a master's degree and a doctor's degree, he/she should be counted once in master's and once in doctor's. A student earning two master's degrees should be counted only once.

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

	Number of Students	Total Awards
By Gender		
Men	10	10
Women	43	53
TOTAL	53	63
By Race/Ethnicity		
<u>Nonresident alien</u>	0	0
<u>Hispanic/Latino</u>	12	12
<u>American Indian or Alaska Native</u>	0	0
<u>Asian</u>	0	0
<u>Black or African American</u>	12	12
<u>Native Hawaiian or Other Pacific Islander</u>	0	0
<u>White</u>	29	39
Two or more races	0	0
<u>Race and ethnicity unknown</u>	0	0
TOTAL	53	63
By Age		
Under 18	0	
18-24	28	
25-39	18	
40 and Above	7	
Age Unknown	0	
TOTAL	53	63

Weather and Emergency Closure Procedure

The Executive Director and appointed staff member will establish if one of the following needs to happen:

- A. Closure
- B. Delayed start
- C. Early Closure

Determination will occur before 6:00 AM for the day program, and 3:00 PM for the evening program.

Student Services and Guest Services will see to the following matters:

- A. Call and reschedule all appointments for the time period effected.
- B. Persons/Clients not personally contacted. Take the contact information for these people home with you and after leaving messages, continue to attempt to contact in order to reschedule.
- C. Change voice mail for persons calling in.
- D. Take the directions to change the voice mail home with you in case it is necessary to make further changes.
- E. Print off and take home with you the appointment list for the next two (2) days. Be sure you have contact numbers
- F. Put signs in the front and back windows.

Due to _____, International Salon and Spa Academy will begin appointments and classes at _____AM today.

Thank you, the Management

Or you will post:

International Salon and Spa Academy will be closed today due to _____.

Please refer to Colorado Springs TV media for continued updated information.

Thank you, the Management

- G. Student Services will notify or appoint an employee to notify the media of delays or closures.
- H. A phone tree will be developed to assure staff is updated on delays or closures
- I. Staff is responsible for having personal contact information updated.
- J. International Salon and spa Academy does understand the concern for the safety of its students and staff. Persons who live in outlying areas may need to make the personal decision as to their ability to attend school. If you are not able to attend the Academy you will need to phone the Academy at least 15 minutes before your scheduled time to arrive. Instructors need to speak to a person in administration, establish classes and work that they are responsible for. Instructors' lesson plans should be available along with any materials needed for class.
- K. Delays and closures are not paid for staff. Students do not receive hours for delays or closures and all time missed must be made up before the contracted graduation date.

TIMELY WARNING

In the event that a situation arises, either on or off campus, that, in the judgment of a School Official, constitutes ongoing or continuing threat, a campus wide “timely warning” will be issued verbally.

Depending on the particular circumstances of the situation, especially in all situations that could pose an immediate threat to the community and individuals, the Academy may also post a notice on the bulletin board, website (www.issaco.edu), on our phone system and on the exterior of the building.

Anyone with information warranting a timely warning should report the circumstances to a School Official by phone (719-597-1413) or in person.

VACCINATION POLICY

At this time, neither the state of Colorado nor International Salon and Spa Academy require vaccinations.

Non-Resource & Sliding Scale Referrals for Mental Health, Wellness & Physical Health For the Colorado Springs Metro Area

AGENCIES/CENTERS

Colorado Springs Pregnancy Center	719-591-2609
Colorado Springs Pride Center	719-471-4429
Comom-Free Dental for Children/Adults	719-598-5161
C.U. Center on Aging	719-471-4884
Centro de la Familia Therapists speak Spanish	719-227-9170
Department of Human Services	719-636-0000
Ecumenical Social Ministries	719-228-6797
El Paso County Health Department	719-578-3199
Fountain Valley Senior Services	719-520-6471
Inside Out Youth Services	719-328-1056
Kids in need of Dentistry	719-227-1018
Marion House SET Clinic	719-475-2097
Mission Medical Clinic	719-219-3402
Peak Parent Center- Disability Advocates	719-531-9400
Peak Vista Community Health Centers	719-632-5700
Pikes Peak Suicide Prevention Partnership	719-573-7447
Pikes Peak Workforce Center	719-667-3700
Planned Parenthood	719-475-7162
Pueblo Suicide Prevention Center	719-564-6642
Senior Information and Assistance Center	719-471-2096
SET Family Medical Clinic	719-776-8850
Southern Colorado Aids Project (S-Cap)	719-578-9092
TESSA	719-633-1462
The Independence Center	719-471-8181
Vet Center	719-471-9992
Veterans Administration	719-327-5697
Westside CARES Emergency Assistance	719-389-0755
Women's Wellness Connection	719-630-4964
Zach's Place	719-329-1717

SHELTERS

Alano Houses	719-520-1732
Interfaith Hospitality Network	719-329-1244
Liza's place for women	719-635-3643
J & J New Beginnings	719-323-3138
Posada in Pueblo	719-545-8776
Salvation Army	719-578-9190
Shelters in Pueblo	719-545-8195
Center for Prevention of Domestic Violence	719-633-3819
Youth Urban Peak	719-630-3223
Veterans House	719-667-5588
Wayside Cross Rescue Mission-Pueblo	719-545-5744
Winter Warming Shelter, New Hope Center	719-578-9190

HELP LINES/HOT LINES

Connect Care	719-314-2523 or 572-6149
Partnership for Prescription Assistance	1-888-477-2669
Pikes Peak United Way info and Referral Line	211
Resource Advocacy Center	719-633-1822
Suicide prevention Hotline	1-800-273-TALK

MENTAL HEALTH

A Cognitive Connection	719-640-5406
Adult Youth & Family Counseling Services	719-442-1779
Amber Butler- Adult/Child Counselor	719-442-0250
Associates in Counseling	719-598-0982
Ayuda- Mental Health, Spanish Speaking	719-459-6710
Cathy Groundlund-Adult/Child Counselor	719-210-5997
Colorado Counseling & Counseling Services	719-444-0250
Compassionate Counseling	719-278-7565
DBSA Offers Free Support Groups	719-477-1515
Denise Laliberte- Adult/Child Counselor	719-475-0877
Diane Buscarello- Indiv/ Family Therapy	719-520-1711
Doug Randolph- Therapyworks	719-322-4745
Franciscan Community Counseling	719-955-7008
Heart and Soul Counseling Services	719-488-3333
Inner Harmony Therapy Services	1-800-661-6323
Janet Jones-Child Counselor	719-264-6835
Journey's Counseling in Woodland Park	719-687-6927
Kimberly Templin-Adult/Child Counselor	719-337-8128
Krista Johnson- Child Counselor	719-632-2663
Kirsten A. Bilzing- Adult/Child Counselor	719-229-3012
Marlene Milner- Transpersonal Psychology 18+	719-520-3999
Meghan Gordon-Adult/Child Counselor	720-841-4167
Michael Galvin PhD	719-634-4444
National Alliance on Mental Illness (NAMI)	719-473-8477
New Heights Behavioral Health (Disabilities)	719-344-6379
Parkview Behavioral Health in Pueblo	719-584-7327
Renee Bailey-Adult/Child Counselor	719-201-8425
Rita Lewis Adult/Child Counselor	719-357-7772
Rockies Counseling Center	719-442-0606
Shera Smith-Adult/Child Counselor	719-287-0147
Spanish Peaks in Pueblo	719-545-2746
The Counseling Couch	719-473-6612
The Lotus Center for Self Discovery, Inc	719-229-8280

ADDICTION & RECOVERY

1 st Alliance Treatment Services	719-510-6571
ACI Counseling Services- \$10 DUI Classes	719-646-2748
Alano House	719-520-1732
Alcoholics Anonymous	719-573-5020
Al-non & AL-A-Teen	719-632-0063
Art of Redirection Counseling	719-593-9228
Ayuda IOP ,Spanish Speaking Therapist	719-459-6710
Bridge to Awareness IOP in Colo Spgs	719-471-2514
Bridge to Awareness IOP in Fountain	719-390-4652
Bridge to Awareness IOP in Pueblo	719-296-1366

Cocaine Anonymous Hotline	719-448-0110
Colorado Quit Line	1-800-784-8669
Cripple Creek Rehab & Wellness Center	719-689-2931
CrossRoads Turning Points Pueblo Detox	719-546-6666 ext 2
Crossroads Turning points Pueblo	719-924-9511
Crystal Meth Anonymous	719-440-4282
Drug and Alcohol Prevention and Counseling	719-578-3150
El Paso County Detox Center	719-390-2046
Genesis Outpatient Substance Abuse Center	719-632-3510
Harbor House Collaborative	719-473-5557
Narcotics Anonymous	719-637-1580
Phoenix MultiSport	719-434-3387
Resada in Patient Substance Abuse Center	719-456-2600
Sober Living House	719-388-3376

CATEGORY LISTINGS

ABUSE REPORTING, PREVENTION

A Turning Point of Colorado Springs	550-1011
CAsa	447-9898
Child Abuse, Neglect, Prevention & Reporting	444-5700
Colorado Springs Police Department	444-7000
Department of Human Services	636-0000 / TTY: 7-1-1 RELAY
Domestic Violence Crisis Hotline	633-3819
El Paso County Sheriff's Department	390-2000
Emily Griffith Centers for Children	636-2122
Genesis Alcohol, Drug & Domestic Violence Treatment Program	632-3510
Kidpower	520-1311
KPC Kids' Place	634-5439
National Coalition Against Domestic Violence	(303) 839-1852
Pikes Peak Family Connections, Inc.	634-5439
Safe Passage (Children's Advocacy Center)	636-2460
Social Work Services (Ft. Carson)	526-4585
TESSA (Center for Prevention of Domestic Violence)	633-1462 / 24-Hour: 633-3819

BASIC LIVING NECESSITIES

Airman and Family Readiness Center - Peterson AFB	556-6141
Army Community Services (Ft. Carson)	526-4590
Assistance League of Colorado Springs	475-1029
Care & Share, Inc.	528-1247
Crossfire Ministries, Inc.	447-1806
Divine Redeemer Food Pantry	633-5559
Dress for Success	471-3170
Ecumenical Social Ministries	636-1916
Supplemental Nutrition Assistance Program (SNAP)	636-0000
Family Connection Center (Ft. Carson)	526-1070
Good News Foundation	638-8985
Kids Crossing	632-4569
Life Support Center, Inc.	578-1222
Lighthouse Mobile Ministries	633-6800
Manna Food Ministries	635-1057
Marian House Soup Kitchen	475-7314
Meals on Wheels	884-2300
Mercy's Gate	277-7470
Operation Back to School	597-1821
Operation School Bell (Assistance League)	475-2627
Salvation Army	635-2213
Seventh Day Adventist Community Services Center	578-5616

Springs Rescue Mission	632-1822
Walt Fortman Community Center.....	382-8515
Westside Cares (Westside residents only).....	389-0759
WIC Program (Women, Infants and Children’s Program).....	578-3199
WomenPartnering.....	577-9404

BUDGET COUNSELING

Army Community Services (Ft. Carson).....	526-4590
Consumer Credit Counseling Service.....	576-0909
Cornerstone Credit Counselors, Inc.....	272-7867
Expanded Food and Nutrition Education Program.....	520-7691
Mercy’s Gate.....	277-7470
Airman and Family Readiness Center – Peterson AFB.....	556-6141
Westside Cares (Westside residents only).....	389-0759
Women of Courage.....	548-4425

CRIME PREVENTION

9-1-1 Emergency Services.....	9-1-1
AspenPointe Crisis Services.....	24-Hour: 635-7000
Colorado Springs Police Department.....	444-7595
Colorado State Patrol.....	635-0385
Crime Stoppers.....	634-STOP (7867)
District Attorney’s Office.....	520-6000
Domestic Violence Crisis Hotline.....	633-3819
El Paso County Sheriff’s Department.....	390-2000
Jail, El Paso County Criminal Justice Center.....	390-2000
National Domestic Violence Hotline.....	(800) 799-7233
Neighborhood Justice Center.....	520-6000
Southern Colorado Cure.....	510-9797

DISABILITIES & SPECIAL NEEDS

Adult Protective Services.....	444-5755
Alpine Autism Center.....	203-6903
Amblicab Paratransit.....	633-4677
American Council of the Blind and Visually Impaired of Colorado	(888) 775-2221
The Arc of the Pikes Peak Region.....	471-4800
Attention Deficit Disorder (ADD/ADHD) & Autism Focus Training (All Ages)	687-1229
Autism Society of Colorado, Pikes Peak Chapter.....	(720) 214-0794
BethHaven, Inc.....	632-5920
Brain Injury Association of Colorado.....	(303) 355-9969
C-C Boarding Home	635-7159
Canine Companions for Independence.....	260-6151
Center for Hearing, Speech and Language.....	597-3390
Cerebral Palsy Association.....	638-0808
CHADD (Children & Adults with Attention Deficit Disorders) of Colorado Springs.....	591-2691
Cheyenne Village, Inc.....	592-0200
Child Development Center of Colorado Springs.....	574-8300
Child Find (School District 11.....	328-3111
City of Colorado Springs Therapeutic Recreation Program /.....	385-6958
Colorado Access.....	(800) 511-5010 / TTY: (888) 803-4494
Colorado Autism Center.....	313-2709
Colorado Fund for People with Disabilities	(303) 733-2867
Colorado Lions Camp.....	687-2087
Colorado School for the Deaf and Blind	578-2100
Colorado Springs Down Syndrome Association.....	633-1133
Colorado Springs Fragile X Syndrome Support Group.....	391-2249
Colorado Springs Independence Center (For people with disabilities).....	471-8181 / Video Phone: 358-2513
Community Living Alternatives, Inc.....	(303) 745-8015

Community Partnership for Child Development (CPCD).....	635-1536
Cystic Fibrosis Foundation - Denver.....	(303) 296-6610
Department of Human Services.....	636-0000 / TTY: 7-1-1 RELAY
Developmental Pediatrics.....	475-0477
Disabled American Veterans.....	591-8787
Division of Vocational Rehabilitation.....	635-3585 / TTY: 635-0529
Early Head Start (CPCD).....	635-1536
Early Intervention Colorado.....	(888) 777-4041
El Paso County Public Health.....	578-3199 / TTY: 578-3193
Epilepsy Foundation of Colorado.....	(888) 378-9779
Goodwill at Home.....	381-9468
Discover Goodwill.....	635-4483
Division of Vocational Rehabilitation.....	635-3585 / TTY: 635-0529
Head Start (CPCD).....	635-1536
Legal Center for People with Disabilities and Older People.....	(303) 722-0300
March of Dimes.....	473-9981
Meals on Wheels.....	884-2330
Medicaid-Medicare Services.....	(800) 633-4227
Goodwill Career Development Center.....	444-5041
Lighthouse International (Visually Handicapped Services).....	(800) 829-0500
Mosaic.....	380-0451
Multiple Sclerosis Alliance of Southern Colorado.....	633-4603
Muscular Dystrophy Association (Support Group).....	260-8777
National Association for Parents of Visually Impaired.....	(800) 562-6265
National Federation of the Blind - Colorado.....	265-1083 / (303) 778-1130 ext. 233
Operation School Bell (Assistance League).....	475-2627
Peak Parent Center, Inc.....	531-9400
Pikes Peak Board of Cooperative Educational Services (PPBOCES - Special Education Services).....	570-7474
Pikes Peak Partnership and Disability Services, Inc.....	633-4601
Pikes Peak Therapeutic Riding Center.....	495-3908
Rebuilding Together.....	344-1746
Relay Colorado.....	7-1-1 / (800) 682-8706 / TTY: 800-682-8786
Resource Exchange, The.....	380-1100
Rocky Mountain ADA, Meeting the Challenge Inc.....	444-0268 / TTY: (800) 949-4232
Rocky Mountain Health Care.....	457-0660
School District 11 Preschool Program.....	328-3111
Sign Language Network.....	Video: 358-2461 / TTY: 599-4517
Social Security Administration.....	(888) 880-0688
Special Kids, Special Families.....	447-8983
Special Olympics.....	574-8480
Stuttering Foundation, The.....	(800) 992-9392
Metro Mobility (ADA Paratransit Service).....	392-2396
Taxi Service - Yellow Cab.....	777-7777
Temporary Assistance for Needy Families (TANF).....	444-8178
The Resource Exchange (TRE).....	380-1100

EMERGENCY ASSISTANCE

9-1-1 Emergency Services.....	911
American Red Cross.....	632-3563
AspenPointe Crisis Hotline.....	635-7000
Bijou House.....	635-5078
Care and Share, Inc.....	528-1247
Catholic Charities of Colorado Springs.....	636-2345
Colorado Springs Police Department.....	444-7000
Child Abuse, Neglect, Prevention, and Reporting.....	444-5700
Detoxification Facility.....	520-7122
Ecumenical Social Ministries.....	636-1916
Evans Army Community Hospital (Ft. Carson).....	526-7000
KPC Kids' Place.....	634-5439

National Runaway Switchboard.....	(800) 786-2929
Salvation Army Family Services.....	636-3891
Springs Rescue Mission.....	635-1287
Suicide Prevention Partnership.....	596-5433
TESSA - Center for Prevention of Domestic Violence.....	633-3819
Walt Fortman Community Center.....	382-8515

HEALTH SERVICES, INFORMATION

Academy Kids Dental Center - Dental, Orthodontics and Vision.....	391-2336 / 304-5400
Air Force Academy Medical Services.....	333-5111
Aly Kaly Shrine, Children’s Screening Clinic.....	597-4264 / 544-0658
Alzheimer’s Association Helpline.....	(303) 813-1669 / (800) 272-3900
American Cancer Society.....	636-5101
American Council of the Blind and Visually Impaired of Colorado.....	(888) 775-2221
American Diabetes Association.....	(800) 676-4065
American Heart Association (AHA).....	635-7688
American Lung Association.....	365-5924 / (800) LUNG-USA
Arthritis Foundation.....	520-5711
Breast Cancer Support Group.....	579-9602
CancerCare.....	(800) 525-3777
Center for Hearing, Speech and Language.....	597-3390
Centura Health at Home.....	272-7500
Centura Health.....	776-5000
Cerebral Palsy Association of Colorado Springs.....	638-0808
Child Development Center of Colorado Springs.....	574-8300
Colorado Access.....	(800) 511-5010 / TTY: (888) 803-4494
Colorado Child Health Plan Plus.....	(800) 359-1991
Colorado Springs Osteopathic Foundation.....	635-9057
Community Health Partnership.....	632-5094
Department of Human Services.....	636-0000 / TTY: 7-1-1 RELAY
Developmental Pediatrics.....	475-0477
Dream Centers Women’s Clinic.....	388-1594
El Paso County Medical Society.....	591-2424
El Paso County Public Health.....	578-3199
ENTRADA School-Based Health Center (Harrison D-2).....	226-3944
Evans Army Community Hospital (Ft. Carson).....	526-7000
Expanded Food and Nutrition Education Program.....	520-7691
Freedom Prescription Services.....	(877) 226-5303
Health Advisor Nurse Line (Penrose Hospital).....	776-5555
HealthLink (Memorial Hospital).....	444-2273
Healthy Communities EPSDT Outreach Program.....	365-9386
Kids in Need of Dentistry.....	227-1018
La Leche League.....	481-2909
Life Network/Colorado Springs Pregnancy Center.....	591-2724 / 623-2870
March of Dimes.....	473-9981
Medicaid-Medicare Services.....	(800) 633-4227
Memorial Hospital.....	365-5000
Memorial Pediatric Rehabilitation Center.....	365-5422
Memorial Urgent and After Hours Care, Prenatal Classes.....	365-2888
MissionMedical.....	219-3402
Mountain Doula.....	687-4232
Multiple Sclerosis Alliance of Southern Colorado.....	633-4603
Muscular Dystrophy Association (Support Group).....	260-8777
National Association for Parents of Visually Impaired.....	(800) 562-6265
National Cancer Institute Cancer Information Service.....	(800) 4-CANCER
National Children’s Cancer Society.....	(314) 241-1600
Nursefinders.....	634-7700
Odyssey HealthCare (Hospice).....	573-4166

Peak Vista Health Centers.....	632-5700
Penrose Cancer Center.....	776-2515
Penrose Community Urgent Care.....	776-3216
Pikes Peak Hospice.....	633-3400
Planned Parenthood.....	475-7162 / 573-8880
Rocky Mountain Health Care.....	457-0660
Rocky Mountain Poison and Drug Center.....	800-222-1222
S.E.T. Family Medical Clinics.....	776-8850
Small Smiles Dentistry (Medicaid recipients).....	442-0071
Southern Colorado AIDS Project (S-CAP).....	578-9092
Summit Home Health Care.....	533-0084
Veterans Medical Clinic.....	327-5660
Visiting Nurse Association of Colorado/.....	577-4448

HOUSING (PERMANENT AND TEMPORARY) & HOUSING NEEDS

Bijou House.....	578-1629
Catholic Charities of Central Colorado.....	636-2345
Colorado House and Resource Center.....	325-0100
Colorado Housing Enterprises.....	(303) 428-1448
Colorado Springs Gospel Home - Liza's Place.....	635-3643 / 291-3406
Colorado Springs Relocating Service, Inc.....	685-8200
Colorado Springs Utilities.....	448-4800
Ecumenical Social Ministries.....	636-1916
Energy Resource Center.....	591-0772
Esperanza Village Condominiums.....	574-4135
Family Life Services.....	632-4661
Greccio Housing Unlimited.....	475-1422
Griffith Centers for Children.....	475-0562
Habitat for Humanity.....	475-7800
Housing Authority of Colorado Springs.....	387-6700
Housing Authority of Fountain.....	382-5639
Housing Rehabilitation Program.....	385-5912
Interfaith Hospitality Network of Colorado Springs /.....	329-1244
Job Corps.....	(800) 733-5627 / (970) 487-3576
L.E.A.P. (Low-Income Energy Assistance Program).....	(866) 432-8435
Maternity of Mary (Calhan).....	683-4831
Mercy's Gate.....	277-7470
Partners in Housing.....	473-8890
Relationship Resources, Inc.....	(800) 788-9171
Rocky Mountain Community Land Trust.....	447-9300
Salvation Army, R.J. Montgomery Center.....	578-9190
Springs Rescue Mission.....	632-1822
Westside Cares (Westside residents only).....	389-0759

LEGAL ASSISTANCE / ASISTENCIA LEGAL

21 SW/JA Peterson Air Force Base Legal Office.....	556-4871
El Paso County Child Support Services.....	457-6331
Colorado Civil Rights Division.....	(800) 262-4845
Colorado Division of Labor.....	(303) 318-8441
Colorado Legal Services.....	471-0380
District Attorney's Office /.....	520-6000
Equal Employment Opportunity Commission.....	(800) 669-4000
Legal Assistance (Ft. Carson).....	526-5572
Legal Center for People with Disabilities and Older People.....	(800) 288-1376 / TTY: (303) 722-3619
Neighborhood Justice Center.....	520-6000
Public Defender's Office.....	475-1235
Rocky Mountain Immigrant Advocacy Network.....	(303) 433-2812

SUBSTANCE ABUSE

Alano Recovery Homes.....	520-1732	
A Turning Point of Colorado Springs.....		550-1011
Al-Anon and Al-Ateen.....	(888) 425-2666	
Alcoholics Anonymous.....		573-5020
Bridge to Awareness Counseling Center.....	471-2514	
Cedar Springs Behavioral Health System, Inc.....	633-4114	
Colorado Treatment Services.....	434-2061	
Community Alcohol, Drug, Rehabilitation & Education Center (C.A.D.R.E.C.)	303) 295-2521	
Connect Care LLC.....		572-6133
Genesis Alcohol, Drug & Domestic Violence Treatment Program.....		632-3510
Harbor House Collaborative.....		473-5557
Light House Assessment Center	572-6340	
Journeys Counseling Center.....	687-6927	
Narcotics Anonymous.....		637-1580
Federal Substance Abuse and Mental Health Services Administration.....		(800) 729-6686
National Council on Alcoholism and Drug Dependence, Inc. (NCADD).....	(800) 622-2255 / (212) 269-7797	