

Debutantes School of Beauty

145 N. Third Street
DeKalb, IL 60115

Annual Campus Security Disclosure and Security Report

Posting Date: October 1, 2026

Prepared pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. § 1092(f), and 34 C.F.R. § 668.46

Disclosure of Crime Statistics for Calendar Years 2023, 2024, and 2025

About This Report

Each year Debutantes School of Beauty prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), a federal statute codified at 20 U.S.C. § 1092(f), with implementing regulations at 34 C.F.R. § 668.46. The full text of this report is located on Debutantes School’s website at www.debschool.com.

This report is prepared by Debutantes School personnel, specifically Ana Camaro, Office Manager, in cooperation with local law enforcement agencies in the areas where Debutantes School’s campus is located. Campus crime, arrest, and referral statistics include those reported to Debutantes School administration, Campus Security Authorities, and local law enforcement agencies, and are included on the last page of this report.

Any questions about this report should be directed to Tom Rogers, Managing Director/Title IX Coordinator of Debutantes School of Beauty, at (815) 758-4045 or trogers@debschool.edu. This report was originally issued on 9.30.2025, was revised on 9.16.2026 to address findings identified in Debutantes School’s most recent Clery Act compliance review, and was updated with full-year 2025 crime statistics and posted on 10.1.2026 as required by the Clery Act.

Campus Information

Debutantes School of Beauty is located at 145 N. Third Street in DeKalb, IL. Our campus consists of only the free-standing building itself. All sidewalks, streets, and parking areas surrounding our building are property of the City of DeKalb. The owners of the school are Thomas J. Rogers, Jaime C. Rogers, and Rebecca L. Rogers. They can be contacted at (815) 758-4045.

Reporting Crimes

Debutantes School encourages its students, employees, guests, and other community members to report crimes or potential crimes which occur on or near the Debutantes campus.

In case of Emergency, you should dial 9-1-1 immediately.

In the case of a non-emergency, students should notify their Campus Managing Director, Tom Rogers, of the crime at (815) 758-4045 or trogers@debschool.edu.

You should notify the Campus Security Authority in charge immediately (the front desk personnel will immediately direct you to the correct person for the time/day) and contact local police authorities if you witness a crime in progress or are a victim of crime. If the crime occurs and no one can be found, notify the police immediately and report the situation to a Debutantes School employee as soon as possible.

Campus Security Authorities: Thomas J. Rogers – Owner; Rebecca L. Rogers – Owner; Stephenie Wotruba – Front Desk Coordinator.

Debutantes School prepares its policies for making timely warning reports, its policies for preparing the annual disclosure of crime statistics, and the list of persons to whom crimes should be reported, all as set out in this report. This report is reviewed and updated annually by the Managing Director/Title IX Coordinator.

Voluntary, Confidential Reporting

A victim or witness who does not want to pursue action within Debutantes School's or the criminal justice system, or who wants to make a confidential report, should still consider reporting the crime to a Campus Security Authority or to the Title IX Coordinator, Tom Rogers, so that Debutantes School can include it in the annual crime statistics disclosure. With the reporting person's consent, Debutantes School's Campus Security Authorities will complete a written report on the details of the incident without revealing the victim's or witness's identity, and will maintain that information on a confidential basis. Such reports are counted and disclosed in the annual crime statistics for the applicable calendar year but will not trigger a full investigation unless the reporting person chooses to pursue one.

This voluntary, confidential reporting option allows Debutantes School to keep an accurate record of the number and types of crimes occurring on campus while still respecting a reporting person's wishes regarding confidentiality.

Debutantes School does not have campus living facilities and does not have campus security personnel or employ a campus police force.

Timely Warning

In addition to the required annual campus security report, Debutantes School will provide a timely warning to students and employees of any occurrence of the crimes listed below that is reported to local police agencies or to a Campus Security Authority identified above, and that is considered by Debutantes School to represent a serious or continuing threat to students and employees. As soon as the school becomes aware of such a crime, students and employees will be notified via text message notification through our student information system. These crimes include: murder/non-negligent manslaughter, manslaughter by negligence, rape, fondling, incest, statutory rape, robbery, burglary, aggravated assault, simple assault, intimidation, vandalism, motor vehicle theft, larceny-theft, arson, hate crimes (including crimes involving bodily injury reported to local police agencies or Campus Security Authorities that show evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability), arrests for violations of liquor and drug abuse laws and illegal weapons possession, and persons not arrested but referred for disciplinary action for liquor, drug, and weapons law violations. Other reported statistics include domestic violence, dating violence, and stalking.

Debutantes School is not required to issue a timely warning for crimes reported to a pastoral or professional counselor acting in that capacity. If there is an immediate threat to the health or safety of students or employees on campus, Debutantes School will instead follow the Emergency Response and Evacuation Procedures described below; when it does so, it is not required to also issue a timely warning based on the same circumstances, but will provide adequate follow-up information to the community as needed.

Access to Campus Facilities

Debutantes School is accessible to students and the general public during the hours of approximately 8:45 AM to 7:30 PM Tuesday, Wednesday, and Thursday; 8:45 AM to 2:30 PM Friday; and 8 AM to 4 PM every other Saturday. Outside of these hours, Debutantes School is secured by an alarm system and is accessible only to those with security permissions.

Security Considerations Used in the Maintenance of Campus Facilities: Debutantes School's exterior doors remain locked outside of posted business hours and the building is monitored by an alarm system at all times it is not open to the public. Only Campus Security Authorities and other authorized staff are issued keys and alarm codes. The Managing Director is responsible for the ongoing maintenance of these security measures — including keeping exterior lighting, door locks, and the alarm system in good working order — and for promptly addressing any safety or security hazard (such as a broken lock or burned-out exterior light) reported by a student, employee, or visitor.

Debutantes School does not have campus living facilities. Debutantes School does not have campus security personnel or employ a campus police force.

Criminal Activity Related to Off-Campus Functions

Debutantes School does not offer off-campus functions or sponsor any off-campus organizations.

Campus Sex Crimes Prevention Act

Sex crimes should be reported to Debutantes School's Title IX Coordinator, Tom Rogers. The federal Campus Sex Crimes Prevention Act requires institutions of higher learning to issue a statement in their annual security report detailing where members of their campus community can obtain information concerning registered sex offenders. Students at Debutantes School may obtain such information through the National Sex Offender Public Website at

<http://www.fbi.gov/hq/cid/cac/registry.htm>, or through the Illinois Sex Offender Registry maintained by the Illinois State Police.

Drug and Alcohol Free School Policy

Debutantes School embraces the spirit of the public law that requires schools to provide a drug-free campus and workplace. As part of our philosophy, we are dedicated to the advancement and well-being of the population we serve. The use and abuse of alcohol and other drugs can lead to physical and psychological health risks. These risks depend on the type of drug used and the intensity of the use. Long-term use of 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. Drug and alcohol use also carries other direct and indirect health risks, including heightened risk of blood-transmitted disease for users of intravenous drugs, the risk of pregnancy complications and birth defects in women who use drugs or alcohol while pregnant, and the impairment of the ability to operate motor vehicles. As such, all students and employees are encouraged to abstain from the use of illegal drugs and irresponsible use of alcohol.

Students are prohibited from the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance or alcohol anywhere on Debutantes property, including grounds, parking areas, anywhere within the buildings, or while participating in school-related activities. Students are also prohibited from being present on campus under the influence of alcohol or controlled substances. Students who violate this policy will be subject to disciplinary action up to and including termination of enrollment. If there is a reasonable suspicion that a student of Debutantes is under the influence of alcohol or a controlled substance while on Debutantes premises, the student will be required to clock out for the day and asked to leave. In all cases, Debutantes 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.

Any student who suspects they or someone else may be at risk is invited to seek services that can be of help. Debutantes maintains drug and alcohol education information and a list of counseling and support services, including local services, which can be obtained from the Campus Manager.

Any student convicted of possessing or selling illegal drugs while receiving Title IV assistance will be ineligible for FSA funds based on the following chart.

	Possession of Illegal Drugs	Sale of Illegal Drugs (includes conspiring to sell)
1st offense:	1 year from date of conviction	2 years from date of conviction
2nd offense:	2 years from date of conviction	Indefinite period
3rd offense:	Indefinite period	Indefinite period

Note: 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. A description of federal penalties for drug violations can be found at <http://www.justice.gov/dea/agency.htm>.

Drug-Free School / Drug-Free Workplace Annual Disclosure

Debutantes School of Beauty is a drug-free environment, and it is our policy to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, as amended. The use, discussion, manufacturing, or distribution of controlled substances, including illegal drugs or alcohol, on campus property has a potential adverse impact on the school, its students and employees, clients, quality of education, and the community, and will not be tolerated. Any unlawful use, possession, discussion of, or distribution of a controlled substance or alcohol on the school premises, or reporting for class under the influence of drugs or alcoholic beverages, is prohibited and may result in disciplinary action up to and including immediate termination from the school.

Drug and Alcohol Programs

- Ben Gordon Center — 12 Health Services Drive, DeKalb, IL 60115 — (815) 756-4875 — <https://secure.bengordoncenter.org/>
- Discovery House — 220 College Avenue, DeKalb, IL 60115 — (815) 756-5277 — <http://www.discoveryhouse.com/>

Additional helpful information and resources may be found by contacting the following organizations:

- National Council on Alcoholism and Drug Dependence — 1-800-NCA-CALL (1-800-622-2255) — <http://www.ncadd.org>
- U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration — 1-800-662-HELP (1-800-662-4357) — <http://dasis3.samhsa.gov/>

Crime Prevention Programs

Domestic Violence Awareness — Cut It Out

Debutantes School is engaged in the Cut It Out program, a program of the Salons Against Domestic Abuse Fund dedicated to mobilizing salon professionals and others to fight domestic abuse across the United States. The program builds awareness of domestic abuse and trains salon professionals to recognize warning signs and safely refer clients to local resources. Debutantes School has joined forces with Cut It Out and the National Cosmetology Association to educate communities about domestic abuse. Debutantes School campuses provide clients with information on preventing domestic violence. Campus staff explain the Cut It Out informational materials to students and discuss the program's focus on awareness and information sharing — not intervention or interrogation. Individual campuses also work with local domestic-violence prevention organizations to gain additional understanding of the issue.

General Campus Security Awareness Program

In addition to the Cut It Out program described above, Debutantes School informs students and employees about general campus security procedures and practices, and encourages them to be responsible for their own security and the security of others, through new-student and new-employee orientation, posted safety notices around the building, and periodic reminders from Campus Managers. This programming covers, among other things: how and to whom to report crimes or suspicious activity (see Reporting Crimes, above); personal-safety practices such as locking vehicles and not leaving valuables or personal property unattended; safe walking practices to and from campus; and the Emergency Response and Evacuation Procedures described below.

General Crime Prevention Program

Debutantes School provides ongoing crime-prevention information to students and employees, separate from the domestic-violence-specific Cut It Out program described above. This includes periodic safety reminders (see General Campus Security Awareness Program, above), information about how to report crimes, and referrals to local law enforcement and victim-services resources. Debutantes School periodically reviews its campus safety practices with local law enforcement and updates its prevention programming as needed.

Emergency Response and Evacuation Procedures

Should a significant emergency or dangerous situation arise that may impact the health or safety of students and/or employees on campus, students and staff are advised to do the following:

- Exit the building in the case of a fire; follow campus signage for exit locations.
- Seek shelter in the event of a tornado; follow campus signage for shelter locations.
- Follow the direction of campus staff for all other situations.

In the event of an emergency (fire, bomb threat, tornado, etc.), the school will immediately call for assistance from local police/fire.

Confirming an Emergency and Initiating Notification

Any on-duty Campus Security Authority (an Owner or the Front Desk Coordinator) is responsible for confirming that a significant emergency or dangerous situation exists on campus. A Campus Security Authority may confirm an emergency based on their own direct observation, a report from a student, employee, or visitor, or notification from local police or fire officials.

Once an emergency is confirmed, the Campus Security Authority will determine the appropriate segment or segments of the campus community that need to receive a notification (for example, the entire building or a specific classroom, clinic floor, or shift), determine the content of the notification, and initiate the notification system described below.

Debutantes School will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the responsible Campus Security Authority, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Titles responsible for confirming an emergency and initiating notification: Thomas J. Rogers (Owner), Rebecca L. Rogers (Owner), and Stephanie Wotruba (Front Desk Coordinator).

Notification System

If a situation arises before students arrive on campus, campus staff (Campus Managers and/or Educators) will attempt to notify students by telephone and social media to advise them accordingly, and signs will be placed at the front entrance of the campus building if classes are cancelled. Once students and staff are on campus, Debutantes School will notify the affected segment(s) of the campus community via text message notification through our student information system.

Disseminating Information to the Larger Community: In addition to notifying the campus community, Debutantes School will disseminate emergency information to the larger DeKalb community as needed by notifying local police and fire officials and, where appropriate, local media outlets, so that people beyond the Debutantes campus are also made aware of a significant emergency affecting the school.

Testing Emergency Response and Evacuation Procedures

Debutantes School tests its emergency response and evacuation procedures at least once each calendar year. These tests may be announced or unannounced. In conjunction with at least one such test each calendar year, Debutantes School will publicize its emergency response and evacuation procedures to students and employees. For each test, Debutantes School will document a description of the exercise, the date and time it occurred, and whether it was announced or unannounced, and will retain that documentation.

From time to time, the school may conduct fire/tornado drills. Everyone must follow normal procedures in evacuating the building during a fire drill. Remember: in an emergency situation, be calm, courteous, and listen to instructors.

In a Fire

1. Evacuate the building immediately in an orderly fashion.
2. Assist any clients who may need help.
3. Walk to the far ends of the parking lot.
4. Do not try to grab personal belongings. Get out.
5. Do not try to re-enter the building until a staff member or fire/police officials have given clearance.

In a Tornado

1. Move immediately to the nearest room with no windows (Esthetics Room).

2. Assist any clients who may need help.
3. Do not try to grab personal belongings.
4. Under no circumstances may a student leave during an actual tornado and/or tornado warning.

Harassment

We want our employees to work in, and students to attend classes in, an environment that is free from intimidation or harassment. Harassment of employees and/or students by any employee, manager, student, client, or outside vendor is prohibited and may result in disciplinary action up to and including termination from the school. Harassment is defined as behavior which is offensive to an individual or group, including unwelcome sexual advances, uninvited suggestive remarks, or verbal, written, or graphic communication that is sexist, racist, contains religious slurs, or ethnic jokes, etc. If you observe this type of behavior, you should immediately address the issue by advising the individual that it is unwelcome, unwanted, and inappropriate. If the behavior does not cease, report it to your Instructor or a Debutantes School Owner immediately.

Consent & Incapacitation

To consent means to outwardly express agreement for sexual activity. Consent can be a verbal “yes.” It can also be demonstrated non-verbally, with actions that clearly tell the other person that they are willingly and freely engaging in sexual contact. Consent cannot be inferred through silence or lack of resistance. Consent to one activity does not constitute consent to other sexual acts. Past sexual activity does not constitute consent for future acts. If, at any time, consent is uncertain, the initiating party should stop and obtain verbal consent. Consent can be withdrawn at any time.

Illinois Legal Definition of Consent (720 ILCS 5/11-1.70): Consent means a freely given agreement to the act of sexual penetration or sexual conduct in question. A person's lack of verbal or physical resistance or submission resulting from the use of force or threat of force by the accused does not, by itself, constitute consent. A person's manner of dress does not constitute consent. Consent may be withdrawn at any time; a withdrawal of consent means there is no consent to any further sexual penetration or conduct. A person under the age of 17 cannot legally consent to sexual activity under Illinois law.

A person who is incapacitated for the purposes of this protocol is one who is not legally able to give consent because they are mentally or physically helpless and may not be aware sexual activity is occurring. A person is mentally or physically incapacitated when they have consumed alcohol and/or drugs, legal or illegal, voluntarily or involuntarily, and are in a state where a reasonable person would believe that they are unable to make reasonable judgments or render self-care. Incapacitation includes, but is not limited to, being highly intoxicated, passed out, or asleep. When incapacitation occurs due to alcohol or drug use, indicators of incapacitation may include the following:

- Slurred speech
- Bloodshot or unfocused eyes
- Unsteady gait, needing assistance to walk/stand
- Vomiting
- Outrageous or unusual behavior
- Concern expressed by others about the individual
- Expressed memory loss or disorientation

An individual may also be in a state known as a “blackout,” where they are also incapacitated and, while they may appear to give consent, they do not actually have the conscious ability to do so. It is therefore of particular importance that any two people engaging in sexual activity know the other's level of intoxication prior to beginning sexual contact. The standard that should be applied is whether or not a reasonable person would have known, based on the facts and circumstances presented, that the other party was incapacitated and therefore not capable of legally consenting. As to the accused, being under the influence of alcohol or drugs is never a defense to this protocol and does not excuse sexual misconduct.

Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Prohibition Statement: Debutantes School of Beauty strictly prohibits dating violence, domestic violence, sexual assault, and stalking, as those terms are defined below. Any student or employee who commits any of these offenses will be subject to disciplinary action up to and including dismissal from the program or termination of employment, under the disciplinary procedures described later in this report.

Definitions (Illinois Law)

Domestic Violence (750 ILCS 60/103, 60/201): Physical abuse, harassment, intimidation of a dependent, interference with personal liberty, or willful deprivation, committed against a family or household member.

Dating Violence (750 ILCS 60/103(6)): Under Illinois law, “family or household members” — and therefore the persons protected by the domestic-violence definition above — includes persons who have or have had a dating or engagement relationship. (A casual acquaintanceship or ordinary fraternization between two individuals in a business or social context is not a dating relationship.)

Sexual Assault: For Clery Act purposes, “sexual assault” is an umbrella term covering rape, fondling, incest, and statutory rape, as those offenses are defined in the Clery Crime Definitions later in this report. Sexual assault is not limited to rape alone.

Stalking (720 ILCS 5/12-7.3): Knowingly engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer other emotional distress. “Course of conduct” means two or more acts, including acts in which the person directly, indirectly, or through third parties follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with that person's property.

Consent: See the Illinois legal definition of consent under Consent & Incapacitation, above (720 ILCS 5/11-1.70).

Bystander Intervention

Bystander Intervention means safe and positive options that may be carried out by an individual, or individuals, to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Bystander intervention is a philosophy and strategy for prevention of various types of violence, including bullying, sexual harassment, sexual assault, and intimate partner violence. A bystander who witnesses the conditions that perpetuate violence has the choice and power to intervene. Stepping in can stop violence and/or potential injury and can keep someone from becoming a victim. Interventions don't have to be dramatic but can be asking a friend to leave a party with you, redirecting a conversation, or interrupting an incident. Bystander intervention includes walking a classmate to their car after class, not leaving an overly intoxicated person alone at a bar or party, not leaving an unconscious person alone, intervening when someone is being degraded or emotionally abused, and calling police when a potentially violent situation is unfolding. Positive bystander behavior plays a powerful role in creating an environment free from sexual violence.

Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.

- Confront people who seclude, hit on, attempt to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or an experience with stalking.
- Refer people to the resources listed in this report for support in health, counseling, or legal assistance.

Risk Reduction

Risk Reduction is defined as options designed to decrease perpetration and bystander inaction, and increase empowerment for victims, in order to promote safety and help individuals and communities address the conditions

that facilitate violence. While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk. To reduce your risk of sexual assault or harassment, the strategies below were adapted from the Rape, Abuse & Incest National Network, www.rainn.org.

- Be aware of your surroundings. Knowing where you are and who is around you may help you find a way out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags, as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged, and that you have cash money.
- Don't allow yourself to be isolated with someone you don't trust or don't know.
- Avoid putting headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

Primary Prevention and Awareness Programs — New Students and Employees

As part of enrollment or onboarding, all incoming students and new employees are provided this Annual Security Report, which includes: Debutantes School's statement prohibiting dating violence, domestic violence, sexual assault, and stalking (see Prohibition Statement, above); the definitions of those terms and of consent under Illinois law (see Definitions, above); information on safe and positive options for bystander intervention (see Bystander Intervention, above); and information on risk reduction (see Risk Reduction, above).

Ongoing Prevention and Awareness Campaigns — Students and Employees

Throughout the year, Debutantes School continues these awareness efforts through guest speakers, posters, and other events (see Awareness, below), which reinforce the same prohibition statement, definitions, bystander-intervention guidance, and risk-reduction information described above.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking: Victim Rights and Procedures

Debutantes School of Beauty is committed to maintaining a safe and secure campus for all its students and employees. This section addresses the procedures that will be followed when an incident of sexual assault, domestic violence, dating violence, or stalking is reported, and explains the rights and options available to a victim, whether the offense occurred on or off campus.

Preserving Evidence

It is important that victims take steps to preserve and collect evidence, as doing so preserves the full range of options available, whether through Debutantes School's disciplinary procedures or criminal prosecution. To preserve evidence:

- Do not wash your face or hands.
- Do not shower or bathe.
- Do not brush your teeth.
- Do not change clothes or straighten up the area where the assault took place.
- Do not dispose of clothes or other items that were present during the assault, or use the restroom.
- Seek a medical exam immediately.

If the victim has already cleaned up from the assault, they can still report the crime, as well as seek medical or counseling treatment. The victim should contact the police, consult with the campus Title IX Coordinator, Tom Rogers, or a local sexual assault victim resource center.

Options for Involving Law Enforcement

A victim of dating violence, domestic violence, sexual assault, or stalking has the option to:

1. Notify proper law enforcement authorities, including on-campus Campus Security Authorities and local police;
2. Be assisted by Debutantes School's Campus Security Authorities in notifying law enforcement authorities, if the victim so chooses; or
3. Decline to notify such authorities.

Debutantes School will honor whichever of these options the victim chooses.

Orders of Protection

Where applicable, Debutantes School will honor and, within its authority, assist in enforcing on campus any order of protection, “no-contact” order, restraining order, or similar lawful order issued by a criminal, civil, or tribal court, or issued by Debutantes School itself. A victim who obtains such an order should provide a copy to the Title IX Coordinator, Tom Rogers, so that Debutantes School can take appropriate steps to help enforce it.

Confidentiality

Debutantes School will:

- Complete publicly available recordkeeping, including Clery Act reporting and this Annual Security Report, without including personally identifying information about the victim, as defined in the Violence Against Women Act, 42 U.S.C. § 13925(a)(20); and
- Maintain as confidential any accommodations or protective measures provided to the victim, to the extent that doing so would not impair Debutantes School's ability to provide the accommodation or protective measure.

Available Services — Written Notification

A student or employee who reports being a victim of dating violence, domestic violence, sexual assault, or stalking will receive written notification from Debutantes School about existing counseling, health, and mental health services; victim advocacy services; legal assistance; visa and immigration assistance; student financial aid assistance; and other services available for victims, both within Debutantes School and in the surrounding community, including the organizations listed below. Students and employees may also contact the Title IX Coordinator, Tom Rogers, for help identifying or connecting with any of these services, including questions about financial aid or immigration status.

- The Rape, Abuse & Incest National Network (RAINN) — www.rainn.org
- National Sexual Assault Hotline — free, confidential help, 24 hours a day — 1.800.656.HOPE
- National Sexual Assault Online Hotline — free, confidential help online, 24 hours a day — <https://www.rainn.org/get-help>
- Ben Gordon Center — 12 Health Services Drive, DeKalb, IL 60115 — (815) 756-4875

Accommodations and Protective Measures — Written Notification

Debutantes School will also provide written notification to victims about options for, available assistance in, and how to request changes to their academic, living, transportation, and working situations, or other protective measures. Debutantes School will make such accommodations or provide such protective measures if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to Campus Security Authorities or local law enforcement.

Statement of Rights and Options

When a student or employee reports to Debutantes School that they have been a victim of dating violence, domestic violence, sexual assault, or stalking — whether the offense occurred on or off campus — Debutantes School will

provide that student or employee a written explanation of their rights and options as described in this section, and an explanation of the disciplinary procedures described in the following section.

Sexual Harassment Policy

The courts have determined that sexual harassment is a form of discrimination under Title VII of the U.S. Civil Rights Act of 1964, as amended in 1991.

Policy Statement: It is the responsibility of each individual employee and program participant to refrain from sexual harassment, and it is the right of each individual employee and program participant to work in an environment free from sexual harassment. Sex crimes should be reported to Debutantes School's Title IX Coordinator, Tom Rogers.

Definition of Sexual Harassment (Illinois Human Rights Act): Any unwelcome sexual advances or requests for sexual favors, or any conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Other conduct commonly considered to be sexual harassment includes:

- Verbal: sexual innuendos, suggestive comments, insults, humor and jokes about sex, anatomy, or gender-specific traits; sexual propositions; threats; repeated requests for dates; or statements about other employees, even outside their presence, of a sexual nature.
- Non-verbal: suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls," or "smacking"/"kissing" noises.
- Visual: posters, signs, pin-ups, or slogans of a sexual nature.
- Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, coerced sexual intercourse, or actual assault.

Sexual harassment most frequently involves a man harassing a woman; however, it can also involve a woman harassing a man, or harassment between members of the same gender.

Responsibility of Individual Employees or Program Participants

- Each individual employee or program participant has the responsibility to refrain from sexual harassment in the workplace.
- An individual or program participant who sexually harasses a program participant or fellow program participant is liable for their own individual conduct.
- The harassing employee or program participant will be subject to disciplinary action up to and including discharge or dismissal from the program, in accordance with program policy.

Responsibility of Supervisory Personnel

- Each supervisor is responsible for maintaining the workplace and program environment free of sexual harassment.
- Organizations, as well as supervisors, can be held liable for damages related to sexual harassment by a manager, supervisor, employee, or third party.
- A coordinator or director must address an observed incident of sexual harassment or a complaint with seriousness, take prompt action to investigate it, report it, end it, implement appropriate disciplinary action, and observe strict confidentiality. This also applies where an employee or program participant tells a supervisor about conduct they consider sexual harassment but does not want to make a formal complaint.

The director must ensure that no retaliation results against an employee or program participant who makes a sexual harassment complaint.

Procedures for Filing a Complaint

An employee or program participant who either observes or believes themselves to be the object of sexual harassment should deal with the incident(s) as directly and firmly as possible by clearly communicating their position to the supervisor or program coordinator and the offending employee. It is not necessary for sexual harassment to be directed at the person making the complaint. The following steps may also be taken: document or record each incident (what was said or done, the date, the time, and the place). Documentation can be strengthened by written records such as letters, notes, memos, emails, and telephone messages.

No one making a complaint will be retaliated against, even if a complaint made in good faith cannot be substantiated. Any witness will also be protected from retaliation. The process of making a complaint falls into several stages:

- **Direct communication:** the harassed employee or program participant should directly and clearly express their objection that the conduct is unwelcome and request that the offending behavior stop. The initial message may be verbal; subsequent messages should be put in writing.
- **Formal written complaint:** an employee or program participant may report incidents of sexual harassment directly to the Managing Director, who will counsel the reporting party and be available to assist with filing a formal complaint.
- **Resolution outside the Managing Director:** an employee has the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) about filing a formal complaint. An IDHR complaint must be filed within 180 days; an EEOC complaint must be filed within 300 days. A retaliation charge is also due within those same windows.

An employee or program participant who has been physically harassed or threatened while on the job, or while participating in the program, may also have grounds for criminal charges of assault and battery.

False and Frivolous Complaints

False and frivolous charges refer to cases where the accuser is using a sexual harassment complaint to accomplish some end other than stopping sexual harassment. This does not refer to charges made in good faith which cannot be proven. Given the seriousness of the consequences for the accused, a false and frivolous charge is a severe offense that can itself result in disciplinary action.

Violence Against Women Act (VAWA)

Sexual assault is a rape that is vaginal, anal, and/or oral penetration without consent. Fondling is any sexual contact without consent.

Awareness: Debutantes School of Beauty offers guest speakers, posters, and/or a variety of events throughout the year to bring about awareness of these issues. Any person who believes they have been the victim of sexual harassment or violence by a student, faculty member, administrator, or other Debutantes School personnel should report the occurrence to any agent or responsible employee of the school. An employee may be required only to report the harassment to other school officials who have the responsibility to take appropriate action, or to take the appropriate action themselves if they are a designated official.

Privacy: Debutantes School of Beauty will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and any witnesses, as much as possible. The school will attempt to honor a student's request that their name be withheld, if this can be done consistently with the school's obligation to remedy the harassment and take steps to prevent further harassment. (See also Confidentiality, above, regarding Clery recordkeeping and accommodations.)

Action: Debutantes School of Beauty is required to investigate all accusations of sexual harassment and violence and to take appropriate action, which could include disciplinary proceedings against any individual found to be in violation of this policy.

Anti-Retribution: Any person who retaliates against another for testifying, assisting, or participating in an investigation or proceeding relating to harassment or violence shall be subject to discipline. Retaliation includes, but is not limited to, any form of intimidation, retribution, or harassment.

Procedures for Institutional Disciplinary Action — Dating Violence, Domestic Violence, Sexual Assault, and Stalking

This section describes how Debutantes School addresses a report that a student or employee has engaged in dating violence, domestic violence, sexual assault, or stalking, as those terms are defined in this report. The same reporting channels described in Procedures for Filing a Complaint, above, apply, along with the additional protections and steps below, which apply equally regardless of whether the complainant or the accused is a student or an employee.

Type of Proceeding, How to File, and Timeline

Debutantes School uses a single type of disciplinary proceeding, described below, for all allegations of dating violence, domestic violence, sexual assault, or stalking. A complaint may be filed with the Managing Director/Title IX Coordinator, Tom Rogers, verbally or in writing, in the same manner described under Procedures for Filing a Complaint, above.

1. Intake and interim measures (generally within 5 business days of the report): the Title IX Coordinator meets with the complainant, offers available interim accommodations and protective measures (see Accommodations and Protective Measures, above), and explains the complainant's rights and options.
2. Investigation (generally within 30 days of the report): the Title IX Coordinator, or another trained official designated by Debutantes School, investigates the complaint, which may include interviewing the parties and any witnesses and reviewing relevant evidence.
3. Determination (generally within 15 days after the investigation concludes): a determination is made as to whether this policy was violated, using the standard of evidence described below.
4. Simultaneous written notification (within 5 business days of the determination): the complainant and the accused are notified in writing, at the same time, of the result, as described below.

Debutantes School will complete this process within a reasonably prompt timeframe, generally within 60 days of the initial report, absent extenuating circumstances. Either party may request an extension of these timeframes for good cause; if a timeframe is extended, Debutantes School will provide written notice of the delay and the reason for it to both the complainant and the accused.

Standard of Evidence

Debutantes School uses the preponderance-of-the-evidence standard in these proceedings — that is, whether it is more likely than not that the alleged conduct occurred.

Possible Sanctions

Depending on the severity and circumstances of a violation, sanctions that Debutantes School may impose on a student or employee found responsible for dating violence, domestic violence, sexual assault, or stalking include, but are not limited to:

- A verbal or written warning
- Mandatory training or counseling
- A no-contact directive
- Probation
- Suspension
- Dismissal from the program
- Termination of employment

Range of Protective Measures

Depending on the circumstances, and regardless of whether the victim chooses to file a formal complaint, Debutantes School may offer a victim protective measures such as:

- A no-contact directive
- A change to class schedule or clinic floor assignment
- A change to work schedule or duties
- An escort to and from the parking lot or a vehicle

Proceedings Will

- Include a prompt, fair, and impartial process from the initial investigation through the final result;
- Be conducted by officials who receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking, and on how to conduct an investigation and hearing process that protects victim safety and promotes accountability;
- Provide the complainant and the accused the same opportunity to have others present during any related meeting or proceeding, including the opportunity to be accompanied by an advisor of their choice; Debutantes School will not limit either party's choice of advisor, although it may apply restrictions on an advisor's participation equally to both parties; and
- Require simultaneous written notification to both the complainant and the accused of: (a) the result of the disciplinary proceeding; (b) Debutantes School's procedures for either party to appeal the result, if available; (c) any change to the result before it becomes final; and (d) when the result becomes final.

Appeal

Either party may request reconsideration of the result by submitting a written request to an Owner who was not involved in the investigation or determination, within 30 days of the written notice of the result. Both parties will be simultaneously notified in writing of the outcome of that request and of any resulting change to the result, and of when the result becomes final. This internal appeal option is separate from, and in addition to, the right to contact the IDHR or EEOC described under Procedures for Filing a Complaint, above.

Clery Crimes and Definitions

Part 1 — Primary Crimes

Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. Note that only fires determined through investigation to have been willfully or maliciously set are classified as arsons. Arson is therefore the only Clery Act offense that must be investigated before it can be disclosed. If other Clery Act offenses were committed during the arson incident, the most serious is counted in addition to the arson.

Burglary: The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Sex Offenses

The Clery Act has four defined sex offenses for which crime statistics must be collected on Clery geography: rape, fondling, incest, and statutory rape.

Rape: The 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.

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 their age and/or because of their temporary or permanent mental incapacity.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Part 2 — Alcohol, Drug, and Weapon Violations

The Clery Act requires institutions to collect statistics for violations of state law and/or ordinances for drug, alcohol, and weapons violations.

Liquor Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Weapons Possession: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. Relevant substances include opium or cocaine and their derivatives

(morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, Methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Part 3 — Hate Crimes

The Clery Act requires institutions to collect crime statistics for hate crimes associated with either the commission of a primary crime or the lesser offenses of larceny-theft, simple assault, intimidation, or destruction of/vandalism of buildings or property.

Hate Crime: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Under the Clery Act, hate crimes include any of the following offenses motivated by bias: murder and non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. Larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in Clery Act statistics only if they are hate crimes.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault: An unlawful physical attack by one person on another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or conduct, but without displaying a weapon or subjecting the victim to actual attack. Includes cyber-intimidation if the victim is threatened on Clery geography.

Destruction, Damage, or Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of the property.

Categories of Bias Tracked: For each hate crime, Debutantes School must identify the applicable category (or categories) of bias motivating the crime: race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability.

Part 4 — Violence Against Women Act (VAWA) Crimes

Domestic Violence: 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 cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship is determined based on the reporting party's statement, with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others, or (2) suffer substantial emotional distress. Course of conduct means two or more acts, including but not limited to acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Note: The federal definitions above are used for Clery Act crime-counting purposes. See Definitions (Illinois Law), earlier in this report, for the state-law definitions used to satisfy 34 C.F.R. § 668.46(j).

Campus Security and Reporting — Crime Statistics

Debutantes School of Beauty — 145 N. Third Street, DeKalb, IL

The table below reports statistics for calendar years 2023, 2024, and 2025, broken out by location: On Campus or Public Property, exactly as recorded in the companion workbook "Campus Security data 2025 for 2025 report.xlsx." Debutantes School does not have any non-campus buildings or property and does not provide on-campus student housing facilities.

Debutantes School of Beauty

145 N. Third Street, DeKalb, IL — Campus Security and Reporting

Criminal Offences						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	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
Hate Crimes						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	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
Simple Assault	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0
VAWA Offenses						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Arrests						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Weapons	0	0	0	0	0	0
Drugs	0	0	0	1	0	0
Alcohol	0	0	0	0	0	0
Disciplinary Actions (Referrals)						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Weapons	0	0	0	0	0	0
Drugs	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0
Unfounded Crimes						
	2023		2024		2025	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Total	0	0	0	0	0	0

Debutantes School does not provide on-campus student housing facilities.

Debutantes School does not have any non-campus buildings or property.

This report combines data provided by the DeKalb Police Department with the institution's own records.

2025 data reviewed against the DeKalb Police Department's full-year 2025 incident export; no incidents met both the Clery-geography and offense-type criteria for reporting.

Report originally completed 9/30/2025; updated with full-year 2025 data and posted 10/1/2026.