

## TITLE IX ADMINISTRATOR CHANGE

Douglas J Institute, Inc. has a policy of non-discrimination regarding students on the basis of race, color, national or ethnic origin, sex, age, disability and religion, in the administration of its admissions, education, financial aid, sexual orientation, and other institute administered programs. The institute also maintains a policy of non-discrimination on the basis of handicap for admissions and access to programs and activities.

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. Sex discrimination includes sexual harassment and sexual assault. Title IX applies to all areas of Douglas J Institute, Inc.

Douglas J Institute is committed to maintaining an environment that is safe and that supports the education and career advancement of all members of its community. Reports of Title IX violations should be made to one of the following individuals:

Wendy Cole, Director of Compliance & Student Services  
517-853-3910 or [wendy.cole@douglasj.com](mailto:wendy.cole@douglasj.com)

Jenny Perzanowski, Executive Director of HR & Compliance  
517-853-6967 or [jenny.perzanowski@douglasj.com](mailto:jenny.perzanowski@douglasj.com)

Institute Director  
at Douglas J Institute

Note: Unless stated otherwise, the document refers to all schools which are:

Douglas J Institute Michigan Locations: Ann Arbor, East Lansing, Grand Rapids, Royal Oak  
Douglas J Institute Tennessee Location: Knoxville  
Douglas J School of Barbering: East Lansing  
College of Hair Design Locations: East & Downtown