



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

PROVIDED BY:

University of St. Augustine for Health
 Sciences

UPDATED AS OF:

08/14/2020

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Other		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Other Disclosures	Yes	No
		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration	✓	
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Probation or Loss of Accreditation	✓	

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: University of St. Augustine for Health Sciences UPDATED AS OF: 08/14/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Probation or Loss of Accreditation
ISSUE DATE	May 2019 - September 2019
TOPIC	The Doctor of Physical Therapy (DPT & DPT Flex) program at the Austin, Texas campus was temporarily put on probation by the Commission on Accreditation in Physical Therapy Education (CAPTE)
SUMMARY OF ISSUE	The DPT program at the Austin, Texas campus retained full accreditation but was temporarily put on probationary status by the Commission on Accreditation in Physical Therapy Education (CAPTE) while the campus secured additional faculty with academic doctoral degrees. CAPTE determined that the DPT and DPT Flex programs offered at the Austin campus did not comply with a portion of its standard 4K which requires that 50% of the core faculty teaching in these programs have Phds, EdDs, or other terminal academic degrees. USAHS was required to hire two additional faculty members with terminal academic degrees to demonstrate compliance to the CAPTE 4K standard. Today the program employs more than 50% of its Austin program faculty with terminal academic degrees and meets all CAPTE accreditation requirements.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Probationary status applied to two programs at the Austin, Texas campus, the DPT and DPT Flex program which accounted for approximately 33% of courses offered at the USAHS, Texas Campus at the time.
IMPACT ON STAKEHOLDER(S)	Probationary status from CAPTE had no impact on students, nor did it affect the university's eligibility for Title IV funds (financial aid). Accreditation was maintained throughout the probationary timeframe.
RESOLUTION	USAHS resolved the issue of probationary status by hiring two additional PhD-prepared faculty members in Austin, Texas. CAPTE removed the probationary status in September 2019 and the programs remain fully accredited.
IMPLEMENTED MGT PRACTICES	<p>USAHS notified all current and prospective students of the probationary status through an email to all DPT students from the program director, town hall meetings to answer questions in person, and a notice posted to its website until the probationary status was lifted.</p> <p>USAHS has developed and has been following a rigorous hiring and development plan to increase the proportion of faculty with terminal academic degrees within its highly qualified faculty team in Austin, the majority of whom hold Doctor of Physical Therapy degrees and/or certifications in advanced specializations. Today the Austin program employs more than 50% of its faculty with terminal academic degrees.</p>
REPORT	<p>http://www.capteonline.org/uploadedFiles/CAPTEorg/About_CAPTE/What_We_Do/Recent_Actions/CAPTERecentActions_Spring2019.pdf</p> <p>http://www.capteonline.org/uploadedFiles/CAPTEorg/About_CAPTE/What_We_Do/Recent_Actions/CAPTEFallDecisions2019-15DayNotice.pdf</p>

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation or Arbitration
ISSUE DATE	Case filed in August 2013 with final resolution in April 2019
TOPIC	Litigation by former students related to a program that was offered by USAHS under a previous owner. The program has not been offered since 2015 and not since the current owners acquired the university.
SUMMARY OF ISSUE	<p>Under previous ownership of the university, a group of cases was brought by former students concerning alleged misrepresentation of information about the Master of Orthopedic Physician Assistant, a program that was last offered by the university more than five years ago.</p> <p>Launched in May 2011 on the school's St. Augustine campus, the two-year program consisted of instructional and clinical study to prepare students for careers as orthopedic physician assistants. The program was reviewed and approved by Florida's Commission on Independent Education, a division of the Florida Department of Education, prior to enrolling students. Months before the program's inaugural class graduated, the then management of USAHS informed students and faculty that the orthopedic physician assistant profession would not be licensed in the state of Florida. As a result, students questioned the value of their USAHS degree claiming inability to work as a licensed health care practitioner.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>The litigation was brought by 6 former students which represent approximately 0.2% of the total number of students currently enrolled at USAHS. The jury awarded a verdict in excess of \$2.7 million. The matter was subsequently settled under confidential terms by the prior owner of the university.</p> <p>The current owners of the University were indemnified of any liability related to this litigation by the previous owner of the University. Therefore, the current owners of USAHS realized no financial impact from any settlements or judgements awarded.</p>
IMPACT ON STAKEHOLDER(S)	Students graduating from the MOPA program would not be able to work as licensed health care practitioners without further study in a licensure-leading program.
RESOLUTION	<p>The litigation resulted in trial and final settlement in April 2019.</p> <p>Court documents show the jury found that USAHS made negligent misrepresentations about the Master of Orthopedic Physician Assistant program, but that the university did not conceal any material facts concerning the program. The jury recommended that the plaintiffs be reimbursed for the cost of the program, compensated for past lost and future wages, and compensated for mental anguish. All compensation was paid by the University's former owner.</p>
IMPLEMENTED MGT PRACTICES	In addition to many programmatic accreditations, USAHS holds institutional regional accreditation from WASC Senior College and University Commission (WSCUS) since 2014 which encompasses protocols for marketing and launching new programs. The University follows all protocols for approving, launching and marketing new programs required by these accreditors, the US Dept of Education, state regulators and licensing boards. In addition, current university leadership follows a rigorous internal practice of requiring that all program information and marketing claims be reviewed by subject matter experts, as well as legal, accreditation and regulatory compliance representatives.
REPORT	https://www.staugustine.com/news/school-news/2016-07-04/undefined https://www.staugustine.com/news/20181129/jury-finds-for-plaintiffs-in-u-of-st-aug-suit
RELATED INCIDENTS	There were other complaints and litigations pertaining to the same matter from other students. All such cases were fully resolved by 2019, either by the court or through individual agreements with the university's previous owner. Only those incidents involved with the above mentioned trial are public information; all other cases were resolved with confidential settlement agreements.