

Student/Family Policies

LAYC Career Academy July 2019

Discipline Policy

LAYC Career Academy Behavior Protocol/Discipline Policy:

Purpose

The LAYC Career Academy (LAYCCA) is designed to give students the opportunity to gain skills and training to become contributing members of society. Students will be held to the same standard that they will be held to in the workplace.

Scope

Students will be held accountable for their behavior at any time that they are representing LAYCCA. This includes anytime the student is on school grounds, when the student is off school grounds at a field trip or other school sponsored activity, and anytime the student is wearing the LAYCCA uniform.

Behavior Matrix

Students will receive a behavior matrix (at orientation as an insert to this handbook) that breaks down infractions and consequences. The matrix provides specific definitions of various behaviors, separating each infraction into 2 categories: Minor and Major Offenses, the consequences for each offense is based on category and number of times the offense has been committed. This matrix is attached as an appendix to this document.

Concerning Behavior Protocol

A student's behavior becomes a concern when there is a disregard for the learning of the student or the learning of others (Willful Defiance: is disrupting school activities or intentionally defying the valid authority of school staff). When the behavior becomes concerning, LAYCCA will put forth the best effort to abide by the following process:

Tier 1: A meeting will be held to discuss the student's concerning behavior (willful defiance). The student will receive a phone call, email, text, or letter from the school telling the student that a meeting will take place to discuss the behavior. This meeting will be with the student, a personal advocate (i.e. instructor, staff member/s the student trusts, etc.), Academic Advisor/s, Student Support Specialist (S3) or any member of the Student Support Department. A plan will be developed to both hold the student accountable for the behavior, as well as to investigate what supports can be implemented so that the school can assist the student.

Reflection 1: A scheduled restorative community circle will be held to in order to address the infraction

Tier 2: If the behavior continues to be concerning, a meeting will be held with the student and a member of the administration. Once again, the behavior will be discussed and a plan will be created for improvement.

Tier 3: If the behavior persists, the student may be recommended for suspension or expulsion. Details and procedures of the expulsion process, as well as the rights of the student, are detailed in the behavior matrix, which is an appendix to this document.

Students deserve a chance at redemption and reentry. Whenever possible, prevention, intervention, and **restorative practices** will be used. **Restorative practices** in schools are based on restorative justice principles instead of punishment. They aim first to build classroom communities that are supported by clear agreements, authentic communication, and specific tools to bring issues and conflicts forward in a helpful way. They provide specific pathways to repair harms by bringing together those who are affected by misbehavior in a dialogue to address concerns, achieve understanding, and come to agreement about setting things right. In addition to serving the cause of fairness and justice, restorative approaches make safer schools and contribute to social and emotional learning.

Restorative Goals for Students

1. Students will learn to value and regularly use proactive, positive ways to build and maintain a peaceful classroom community.
2. Students will develop and enhance positive and supportive connections with peers.
3. Students will develop an understanding of the principles and vocabulary of restorative justice.
4. Students will learn how to participate in circle dialogues, including the four circle guidelines.
5. Students will learn how to use restorative questions to support conflict resolution and other types of communication.
6. Students will learn to identify who is affected by misbehavior, and how.
7. Students will contribute to developing appropriate ideas for how to make things right when harms have occurred.
8. Students will learn how and when to ask for a restorative circle.
9. Students will learn to communicate how they are affected by given situations using affective statements and restorative questions.

Restorative Goals for Staff

1. Staff will understand the core principles of restorative justice and restorative practices and how they differ from traditional or punitive approaches.
2. Staff will know how to use restorative practices in many situations where punitive discipline approaches might have been used in the past.
3. Staff will know how to introduce and lead circle dialogues.
4. Staff will have an understanding of the principle of “connection before content” as it applies to restorative circles.
5. Staff will know how to sequence activities to build trust among students so they become more willing to communicate authentically.
6. Staff will understand effective communication and will experience how it supports classroom discipline and community building.

Restorative Circles

Circles generally have two types: community building and responding to harm. The first community building: establishes contact with the people, having the time and opportunity to fully show up, to experience being seen and heard. The second is responding to harm, which means having sometimes difficult dialogues in which harms are discussed and pathways toward making things right are agreed upon.

Community Building Circles are about giving students opportunity to get to know each other and establish positive connections, including agreements about how they ought to treat each other. Every circle includes community building activities in the beginning. Some circles focus exclusively on this task by building and deepening connections among students.

Responsive Circles use specific high-quality questions to explore challenging circumstances and move toward making things right. Choosing questions that are “real” for the students is essential to eliciting content that matters.

Starting the Circle 5-10 minutes	1. Arrive (circle keeper centers self) 2. State the purpose of the circle 3. Open the Circle 4. Teach and Remember Circle Guidelines 5. Make and Remember Agreements
Doing the Work of the Circle 15-30 minutes	6. Connection: Check in Round with Talking Piece; 7. Core Activities: Community Building/Connection Restorative Practices Content or Deeper Connection. 8. Closure: Check out Round
Ending the Circle 5 minutes	9. Close the circle 10. Debrief with colleagues

Once a student has been through the restorative circle and the proper guidelines have been set in place based on the infraction, students will typically be able to re-apply the following trimester. If a student is given the option to return, he/she will re-enter with a behavior contract. The contract will include conditions for return that may include, but are not limited to, the following:

- Extra academic work
- Attendance interventions
- Therapy or Counseling
- Daily behavior monitoring
- Referral to substance abuse program
- Mediation
- Mentoring
- Change in schedule
- Social skills instruction
- Anger management courses
- Referral to community based organizations

*Note:

Even though we will be using Restorative Circles, this will not be the case for every and all situations. This doesn't mean we will never be restorative but we may use different methods that fall under the philosophy.

Examples of other methods may include restorative projects, motivational interviews, counseling with school counselor, etc.

Extreme or Recurring Behavior

There are behaviors that may warrant the school to take measures beyond the written protocol. The school reserves the right to respond to the behavior in a way that benefits the student and the larger student body. See behavior matrix for details.

Suspension appeal process:

A student who has been suspended may appeal the suspension as follows:

All appeals must be made by the student, parent, or guardian, either orally or in writing to the principal (an appeal made orally shall be put in writing by the person receiving the request) as appropriate, no later than two (2) school days after receiving the notice of suspension, and may be made prior to receiving formal written notice of the suspension.

A meeting will be scheduled by the principal to meet with the student or guardian in order for the student to present the student's version of the facts or to explain the events or action upon which the alleged infraction is based.

No more than one (1) school day after the meeting, the principal or a person designated as appropriate, shall give the student and his or her parent or guardian, a written summary of the conference proceedings, including the final decision.

In some circumstances the principal may determine that a student should be suspended immediately. This will usually be due, but not limited, to reasons such as the safety of students or staff

Expulsion appeal process:

A student or the parent of the student who has been expelled may appeal the Expulsion as follows:

Appeals should be in writing, stating the grounds on which the appeal is being made.

Copies of all documents will be provided to the student and/or parent regarding the reasons for expulsion.

The student or parent (if the student is a minor) has (3) three school days to appeal the final decision. The student or parent needs to contact the principal to arrange a meeting to discuss the matter. At this meeting the principal and all parties involved will discuss the reasons for expulsion. The principal will generate a final decision in writing within three school days of the meeting.

Manifestation Determination Policy for Special Education Students

Within ten school days after the date on which the decision to change the placement is made, the LAYC Career Academy shall conduct a "manifestation determination" of the relationship between the student's disability and the behavior subject to the disciplinary action.

The review of the relationship between a student's disability and the behavior subject to the disciplinary action shall be done in a meeting by the student, parent(s) if available, and members of the IEP team. The team shall review all relevant information in the student's file, including the IEP, teacher observations and information provided by the parent to determine:

- 1.If the conduct was caused by or had a direct and substantial relationship to the child's disability or
- 2.If the conduct in question was the direct result of the district's failure to implement the student's IEP

If the team determines that the behavior resulted from any of the above, the behavior must be considered a manifestation of the student's disability and the contemplated disciplinary action shall not proceed.

If the team determines, specifically, that the conduct was the direct result of the school's failure to implement the IEP, the LAYCCA will take immediate action to remedy the deficiencies.

Attendance Policy

LAYC Career Academy Attendance Protocol:

Students must arrive by 8:55 am every day. Classes begin at 9:00 am.

Excused Absences

Each student has the ability to obtain an excused absence in emergency situations.

Student MUST:

1. Receive approval from S3.
2. Provide institutional documentation to support absence.
3. Arrange with instructors to complete all missed assignments.

Unexcused Absences

Any student with 5 unexcused absences will be placed on an Attendance Contract.

1. If a student exceeds the allotted amount of unexcused absences and cannot provide documentation for these absences, the Unexcused Absence Attendance Protocol will be followed.

Unexcused tardiness will result in the loss of open lunch privileges.

Two (2) unexcused tardies = Loss of open lunch privilege for the day.

Three (3) unexcused tardies = Loss of open lunch privilege for the week.

Five (5) unexcused tardies = Loss of open lunch privilege for the session.

Normal Hours

Arrival time: 8:55 am

1. A student is considered tardy at 8:56am
2. If a student is tardy three times, the student will be placed on an Attendance Contract via the SSD.

Lunch Hour: 12pm – 12:50 pm

1. A student is considered delinquent at 12:51 pm and will lose lunch privileges for the following day for returning late from lunch.
2. This absence will be marked as an unexcused absence.

Departure time: 2:55 pm

If a student departs the building for disciplinary reasons or without approval, this will be marked as an unexcused absence.

Excused Absence

Examples

Medical appointment

Funeral

Child medical appointment/illness

Daycare/school closing

Legal appointments

Benefit Renewal

Job Interview

Meetings at child's school

Severe Illness/Injury

Requirements

- Accompanied by documentation and with proper notification before 9am on day of absence
- Institutional documentation must reflect day(s) of absence
- All academic work must be made up within time agreed upon by instructor

Unexcused Absence

Examples

Called late or did not call

Weather

Hair appointment

Fatigue

Overslept

Unexcused Absence Attendance Protocol

1st: After three unexcused absences, a letter is sent to parent or guardian

2nd: After five unexcused absences, meeting with S3, attendance contract and home visit will be conducted.

3rd: After ten absences a truancy report is filed (if SPED or under 18)

4th: After 20 consecutive full school day unexcused absences, a student may be unenrolled

Further Explanation of the Attendance Protocol

A student has to be in attendance for 80% of the day in order to be counted as present.

Only students with an 80% attendance rate or higher will be eligible for Dual Enrollment or Externships.

Being absent from dual enrollment classes or externship placement will count as an unexcused absence unless approved by an administrator. **Three unexcused absences from dual enrollment or externship placement will result in removal from that program for the trimester.**

An Attendance Contract will include a plan created by the student and the S3 to assist the student in improving their attendance. Failure to follow the Attendance Contract may lead to unenrollment.

Inclement Weather Policy – LAYCCA will follow DCPS for all weather related closings or delays.

Tardy Protocol

Students must arrive by 8:55 am every day. Classes begin at 9:00 am. Students should text or call 202-321-0607 or an S3's personal cell, before 8:55 am if they are going to be late to have their tardy excused. Tardies are only excusable due to circumstances beyond your control (ie. family emergency or illness) and documentation must be provided.

An attendance and tardiness plan will be created with the student and Students Support Specialist if tardiness is a chronic issue. If this plan is not followed and improvement is not noted, this will lead to disciplinary action.

Truancy Protocol (students under 18 years of age)

Critical Dates Local School Responsibilities

Day 1: Contact Parent	Required to contact parents/guardians within 24 hours of child's unexcused absence from class/school by phone and/or in writing.
Day 3: Investigate Absences	Conduct an absence investigation. Students perspective Student Support Specialist makes contact with parents via phone/letter home.
Day 5: Conduct Parent Truancy Conference	Attendance counselor mails certified letter to the student's home arranging a Truancy conference at the school for the student, parent/guardian and appropriate school officials. Participants develop an Attendance Intervention Plan by identifying the root cause of the absence, any prior interventions and recommended next steps and supports.
Day 5: Conduct Home Visit	If parent has been unresponsive to prior correspondence, conduct home visit.
Day 10: Contact CFSA (students ages 5-13)	If all interventions listed above have been executed and documented, Attendance Specialists and school attendance counselor will decide whether to refer child to the CFSA at 671-SAFE . Per District law, mandated reporters, including school officials, are required to report suspicious of educational neglect after 10 unexcused absences.
Day 10: Refer to Attendance Committee (students ages 14+)	Student is referred to the local school attendance committee for review of progress and updates to student's attendance intervention plan.
Day 10 (consecutive) Drop from school's enrollment	Parents must be notified by certified letter that the DC Compulsory School Attendance Law requires minors from age five (5) until their 18 th birthday be enrolled in school with regular attendance.
Day 15: Court Referral	In cases where absences have been unabated by documented local school interventions, the Attendance Counselor will refer student/family to DC Superior Court Social Services documenting all prior interventions before any student is withdrawn for absences.

Day 20 (consecutive) Drop from school's enrollment	A minor student may be unenrolled after 20 consecutive unexcused absences. A student who has been dropped and wishes to re-enter the school must re-enroll. Parents should be encouraged to re-enroll their child(ren). School staff must make attempts to locate the student to verify where the student is currently enrolled.
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D.C. Law 21-140. School Attendance Clarification Amendment Act of 2016.
AN ACT

To amend An Act To provide for compulsory school attendance, for the taking of a school census in the District of Columbia, and for other purposes to clarify agency responsibilities with regard to school attendance, to deem an absence of a minor student from a public school unexcused where the school does not obtain an explanation for the absence from the student's parent or guardian verifying the reason for an absence within 5 days after a student's return to school, to prohibit the suspension, expulsion, or unenrollment of a minor from a public school due to an unexcused absence or due to a late arrival to school, to clarify attendance reporting requirements for public, independent, private, and parochial schools, to revise the protocol for a law enforcement officer who comes in contact with a minor and has reasonable grounds to believe the minor is truant, to revise the educational institution referral requirement for the Child and Family Services Administration, the Court Social Services Division of the Superior Court of the District of Columbia, and the Office of the Attorney General Juvenile Section to only include unexcused full school day absences with regard to attendance, to provide educational institutions with discretion on referrals if a student's 10th or 15th unexcused absence is accrued within the final 10 school days of the school year, and to require the State Superintendent of Education to provide written notice to each public, independent, private, or parochial school outlining the attendance and reporting requirements by July 1 of each year; to amend the District of Columbia School Reform Act of 1995 to conform it to the prohibitions against expulsion and suspension provided in An Act To provide for compulsory school attendance, for the taking of a school census in the District of Columbia, and for other purposes and the Pre-k Enhancement and Expansion Amendment Act of 2008; and to amend Chapter 21 of Subtitle A of Title 5 of the District of Columbia Municipal Regulations to repeal the requirement that a public school notify the Metropolitan Police Department after each occurrence of a student's 10th unexcused absence, to require that an educational institution obtain an explanation for a student's absence within 5 days of the student's return to school, and to amend the terms "truancy rate" and "chronic absenteeism."

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "School Attendance Clarification Amendment Act of 2016".

Grievance Procedures

LAYC Career Academy Grievance Procedures:

If the complaint is towards other staff:

The student should address the problem directly with the Director of Academics. If the student or parent is not comfortable speaking to the Director of Academics directly, then he or she should schedule a meeting to speak with their advisory team (consisting of a student support specialist, and two academic advisors). If the Director of Academics cannot find a suitable resolution, then the complaint can go to the Principal. If the complaint is still not resolved, it will go to the Executive Director. If the complaint cannot be resolved with the Executive Director, it will go to the Board Chair as a final step.

If the complaint is towards a teacher

The student should address the problem directly with the teacher. If the student or parent is not comfortable speaking to the teacher directly, then he or she should schedule a meeting to speak with their advisory team (consisting of a student support specialist, and two academic advisors). If the teacher is part of the advisory team, then the student should meet with the other members of the advisory team without the specific teacher in question. If the matter is not resolved, the Director of Academics will schedule a meeting to speak with all parties involved to find a resolution. If the Director of Academics cannot find a suitable resolution, then the complaint can go to the Principal. If the complaint is still not resolved, it will go to the Executive Director. If the complaint cannot be resolved with the Executive Director, it will go to the Board Chair as a final step.

If the complaint is towards an S3

The student or parent should start by addressing the problem directly with that S3. If this does not lead to a resolution, the student or parent should schedule a meeting with the Director of Student Support to discuss the matter. Once the student has spoken to the Director of Student Support, a meeting will be scheduled with all parties to find a resolution. If the Director of Student Support cannot find a suitable resolution, then the complaint will be directed to the Principal. If the complaint is still not resolved, it will go to the Executive Director and if not resolved, to the Board Chair as a final step.

If the complaint is towards the principal

The student or parent should schedule a meeting with the Executive Director. Once the student has spoken to the Executive Director, a meeting will be scheduled for all parties to find a resolution. If the complaint cannot be resolved with the Executive Director, it will go to the Board Chair as a final step.

If it is the complaint is towards the executive director

The student or parent should schedule a meeting to speak with the board chair (Contact: boardchair@laycca.org). Once the student has spoken to the board chair a meeting will be scheduled for all parties to find a resolution.

Relevant contact information:

Phone number for all school employees including teachers, Student Support Specialists, Director of Academics, Director of Student Support, Principal and Executive Director is **202-319-2228**

To reach the board chair, the party may call the school at **202-319-2228** and leave a message or the party may email the board chair directly at boardchair@laycca.org

Non-Discrimination Policy

LAYC Career Academy Policy of Non-Discrimination

Notice of Non-Discrimination Notice of Non-Discrimination In accordance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990 and the D.C. Human Rights Act of 1977, as amended, District of Columbia Official Code Section 2-1401.01 et seq. (Act), the LAYC Career Academy does not discriminate (including employment therein and admission thereto) on the basis of actual or perceived race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an inter-family offense, or place of residence or business. Sexual harassment is a form of sex discrimination, which is prohibited by the Act. In addition, harassment based on any of the above-protected categories is prohibited. Discrimination in violation of the aforementioned laws will not be tolerated.

Family Educational Rights and Privacy Act (FERPA) Notice

LAYCCA FERPA Policy (Adapted from: <https://www2.ed.gov/policy/gen/guid/fpco/ferpa/students.html>)

FERPA is a Federal law that is administered by the Family Policy Compliance Office (Office) in the U.S. Department of Education (Department). 20 U.S.C. § 1232g; 34 CFR Part 99. FERPA applies to all educational agencies and institutions (e.g., schools) that receive funding under any program administered by the Department.

Once a student reaches 18 years of age or attends a postsecondary institution, he or she becomes an "eligible student," and all rights formerly given to parents under FERPA transfer to the student. The eligible student has the right to have access to his or her education records, the right to seek to have the records amended, the right to have control over the disclosure of personally identifiable information from the records (except in certain circumstances specified in the FERPA regulations, some of which are discussed below), and the right to file a complaint with the US Department of Education. The term "education records" is defined as those records that contain information directly related to a student and which are maintained by an educational agency or institution or by a party acting for the agency or institution.

FERPA generally prohibits the improper disclosure of personally identifiable information derived from education records. Thus, information that an official obtained through personal knowledge or

observation, or has heard orally from others, is not protected under FERPA. This remains applicable even if education records exist which contain that information, unless the official had an official role in making a determination that generated a protected education record.

Under FERPA, LAYCCA is not generally required to maintain particular education records or education records that contain specific information. Rather, the school is required to provide certain privacy protections for those education records that it does maintain. Also, unless there is an outstanding request by an eligible student to inspect and review education records, FERPA permits the school to destroy such records without notice to the student.

Access to Education Records

Under FERPA, LAYC Career Academy must provide an eligible student with an opportunity to inspect and review his or her education records within 45 days following its receipt of a request. LAYCCA must provide an eligible student with copies of education records, or make other arrangements, if a failure to do so would effectively prevent the student from obtaining access to the records.

A school is not generally required by FERPA to provide an eligible student with access to academic calendars, course syllabi, or general notices such as announcements of specific events or extra-curricular activities. That type of information is not generally directly related to an individual student and, therefore, does not meet the definition of an education record.

Under FERPA, a school is not required to provide information that is not maintained or to create education records in response to an eligible student's request. Accordingly, a school is not required to provide an eligible student with updates on his or her progress in a course (including grade reports) or in school unless such information already exists in the form of an education record.

Amendment of Education Records

Under FERPA, an eligible student has the right to request that inaccurate or misleading information in his or her education records be amended. While a school is not required to amend education records in accordance with an eligible student's request, LAYCCA is required to consider the request. All requests to amend records should be made in writing to LAYCCA's Academic Support Coordinator. If the Academic Support Coordinator decides not to amend a record in accordance with an eligible student's request, the student may request to have a hearing in front of the school's principal. If, as a result of the hearing, the school still decides not to amend the record, the eligible student has the right to insert a statement in the record setting forth his or her views. That statement must remain with the contested part of the eligible student's record for as long as the record is maintained.

However, while the FERPA amendment procedure may be used to challenge facts that are inaccurately recorded, it may not be used to challenge a grade, an opinion, or a substantive decision made by LAYCCA about an eligible student. FERPA was intended to require only that schools conform to fair recordkeeping practices and not to override the accepted standards and procedures for making academic assessments, disciplinary rulings, or placement determinations. Thus, while FERPA affords eligible students the right to seek to amend education records which contain

inaccurate information, this right cannot be used to challenge a grade or an individual's opinion, or a substantive decision made by a school about a student. Additionally, if FERPA's amendment procedures are not applicable to an eligible student's request for amendment of education records, the school is not required under FERPA to hold a hearing on the matter.

Disclosure of Education Records

Under FERPA, a school may not generally disclose personally identifiable information from an eligible student's education records to a third party unless the eligible student has provided written consent. However, there are a number of exceptions to FERPA's prohibition against non-consensual disclosure of personally identifiable information from education records. Under these exceptions, schools are permitted to disclose personally identifiable information from education records without consent, though they are not required to do so. Following is information regarding some of these exceptions.

One of the exceptions to the prior written consent requirement in FERPA allows "school officials," including teachers, within a school to obtain access to personally identifiable information contained in education records provided the school has determined that they have "legitimate educational interest" in the information. At LAYCCA, "school official" includes instructors; administrators; health staff; student support specialists; counselors; attorneys; clerical staff; trustees; members of committees and disciplinary boards; and a contractor, volunteer or other party to whom the school has outsourced institutional services or functions.

An LAYCCA school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

LAYCCA is also permitted to disclose personally identifiable information from an eligible student's education records, without consent, to another school in which the student seeks or intends to enroll. LAYCCA will provide an eligible student with a copy of the records that were released if requested by the student.

LAYCCA may also disclose personally identifiable information from education records without consent when the disclosure is to the parents of a "dependent student" as that term is defined in Section 152 of the Internal Revenue Code. Generally, if either parent has claimed the student as a dependent on the parent's most recent year's income tax statement, the school may non-consensually disclose the eligible student's education records to both parents under this exception.

LAYCCA is permitted to disclose directory information. LAYC Career Academy has designated the following information as directory information:

- Student's name
- Electronic mail address
- Photograph
- Date and place of birth
- Major field of study

- Dates of attendance
- Participation in officially recognized activities and sports
- Weight and height of members of athletic teams
- Degrees, honors, and awards received
- The most recent educational agency or institution attended
- Student ID number, user ID, or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. (A student's SSN, in whole or in part, cannot be used for this purpose.)

In addition to the exceptions above, LAYCCA is also permitted to disclose student information to:

- to authorized representatives of the Comptroller General of the United States, the Attorney General of the United States, the U.S. Secretary of Education, and State and local educational authorities for audit or evaluation of Federal or State supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs;
- to organizations conducting studies for or on behalf of the school making the disclosure for the purposes of administering predictive tests, administering student aid programs, or improving instruction;
- to comply with a judicial order or a lawfully issued subpoena;
- to the victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense concerning the final results of a disciplinary hearing with respect to the alleged crime; and
- to any third party the final results of a disciplinary proceeding related to a crime of violence or non-forcible sex offense if the student who is the alleged perpetrator is found to have violated the school's rules or policies. The disclosure of the final results only includes: the name of the alleged perpetrator, the violation committed, and any sanction imposed against the alleged perpetrator. The disclosure must not include the name of any other student, including a victim or witness, without the written consent of that other student.

Opt-Out Notification

If you do not want LAYC Career Academy (LAYCCA) to disclose any or all of the types of information designated below as directory information from your child's education records without your prior written consent, you must notify LAYC Career Academy (LAYCCA) in writing by the second week of the academic year. Please send this information to Amber Eby, ambere@laycca.org or mail to 3224 16th St NW Washington, DC 20010 with "Attention: Amber Eby". The following information has been determined as directory information:

- **Student's name**
- **Electronic mail address**
- **Photograph**
- **Degrees, honors, and awards received**
- **Photograph**
- **Date and place of birth**
- **Major field of study**
- **Dates of attendance**

- **Participation in officially recognized activities and sports**
 - **Weight and height of members of athletic teams**
 - **The most recent educational agency or institution attended**
 - **Student ID number, user ID, or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. (A student's SSN, in whole or in part, cannot be used for this purpose.)**
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Open Meetings Policy

LAYC Career Academy Open Meetings Policy

The school's policy regarding board meeting accessibility, which shall include the number of open meetings the school plans to hold per year and the process for announcing the meetings publicly. It is recommended that schools hold at least one public meeting to address any proposed campus closure or expansion, location change, grade level change, or charter relinquishment.

LAYC Career Academy strives to provide transparency to its school community and the community at large. For that reason, the school will post its school calendar on its website every year before the beginning of the school year. The school calendar will include the dates of all board meetings, which are always held at 6:15pm at the school. LAYC Career Academy will ensure that one board meeting per year will be designated as an open meeting. This meeting will be the February board meeting. The school will advertise this meeting on its website, social media platforms, and via signage in the lobby of the school at least one week in advance. If the meeting date changes, the school will promptly update the website to reflect the new date in advance. If a board meeting is canceled or postponed on an emergency/last minute basis, the school will note the cancelation on its website and also place a sign on the door of the school. LAYCCA will also hold at least one public meeting to address any proposed campus closure or expansion, location change, or charter relinquishment.

Appendix: Behavior Consequence Matrix

Behavior Consequences Matrix Minor/Major Offenses

*Last revised - 07.02.19

Minor: These behaviors are taken care of within the classroom by the instructors.

Major: These behaviors have been referred to the administrator and are addressed by the administrator.

An Administrator may make exceptions to these guidelines should there be mitigating or aggravating circumstances.

Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Forgery/Theft/ Stealing (Towards Staff/or LAYCCA Property)	Student is in possession of, having passed on, or being responsible for removing someone else's property or has signed a person's name without that person's permission.	Minor Offense: Student meets with S3		
		Major: *Restorative Parent Conference (if under 18) *Meet With S3 *Student to Pay Restitution *Possible Police Involvement *Tier 1 Behavior Contract	Major: *Restorative Parent Conference (if under 18) *Meet With S3 *Student to Pay Restitution *Possible Police Involvement *Tier 2 Behavior Contract	Major: *Restorative Parent Conference (if under 18) *Meet With S3 *Student to Pay Restitution *Possible Police Involvement *Tier 3 Behavior Contract
Forgery/Theft/ Stealing (Student to Student) LAYCCA is not responsible for lost	Student is in possession of, having passed on, or being responsible for removing	Minor Offense: Student meets with S3		
		Major:	Major:	Major:
Harassment/Bullying Documentation of prior acts required Guidance referral required	Student delivers disrespectful messages (verbal or gestural) to another person that includes threats and intimidation, obscene gestures, pictures, or written notes. Disrespectful messages include, but are not limited to, negative comments about race, religion, gender, age, nationality, disability, sexuality, or other personal matters. This policy also includes online activity and outside of school.	Minor Offense: Meet with S3		
		Major: Restorative Meeting with S3 *Parent Conference (if under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement	Major: Restorative Meeting with S3 *Parent Conference (If under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement *Possible Suspension/Expulsion on a case by case basis	Major: Student meets with S3 *Parent Conference (If under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement *Possible Suspension/Expulsion on a case by case basis
Sexual Harrasment	Sexual Harassment: A form of sex-based discrimination prohibited by Title IX. Sexual Harassment includes, but is not limited to- unwelcome verbal, non-verbal, or physical conduct relating to sex or gender. Examples of conduct which may constitute sexual harassment include: • graffiti of a sexual nature • sexual messages or pictures via electronic devices (including social media) • sexual or dirty jokes • touching oneself sexually or talking about one's sexual activity in front of others • spreading rumors about or rating other students as to sexual activity or performance • other unwelcome sexual behavior or words when accompanied by implied or overt threats concerning an individual's educational status or implied or overt promises of preferential treatment	All offenses will follow protocol below		
		First report/offense- student who participated in harassing behavior will have a discussion with their S3 about how their actions may not have been intentionally harmful but could have resulted in harm. Student who participated in harassing behavior will be able to identify how their behavior constitutes harassment and will verbally commit to reducing that behavior. During this discussion, the student will read the section of this policy titled "Examples of conduct which may constitute sexual harassment" so as to understand how different behaviors can be harmful.	Second report/offense- student who participated in harassing behavior will have another conversation with their S3 about harmful behavior, write an apology or have a mediation for the reported behavior, and will be placed on a behavior contract with their (S3). After a second offense, the student reported will meet with the Director of SSD If the second offense is against the same student as the first, the student reported will meet with the director of SSD and the principal, enter into a Tier II contract, and may face suspension from LAYC Career Academy.	Third report/offense-student who participated in harassing behavior will meet with the Harassment Policy Committee, be placed on a Tier III contract with their S3, and will face a 3 day suspension from LAYC Career Academy. If/when a student violates a Tier III contract, that student will be expelled from campus as per LAYCCA behavior contract policy. If the Tier III contract is violated and student is expelled, student must meet specific counseling or education requirements as determined on a case-by-case basis. *Student will be provided with a mandatory opportunity to learn about their harmful behavior and how to change or prevent it in the future through reading an article, attending a workshop, or volunteering*

Sexual Assault	Any physical sexual act made against a person's will or where the person is incapable of giving consent. Included, but not limited to using force against that other person; by threatening or placing that other person in reasonable fear that any person will be subjected to death, bodily injury, or giving without the knowledge or permission of that other person, a drug, intoxicant, or similar substance that substantially harms the ability of that other person to think through or control their conduct.	Minor Offense: Meet with S3		
				Incident will be investigated. Alleged will meet with the Principal/Director of Student Support. Possible consequences depending on the result of the investigation and conversation include a Tier 3 contract; counseling; mediation; suspension/expulsion and police involvement.
Bullying/Intimidation/Harassment includes photographing/videotaping subjects w/o their consent	NOTE: Due to DC One Party Consent Law, only one person is needed to give consent to record which can be the individual who is recording. It would be up to the school and teacher to prove that the student had the intention of recording to harass or bully. Students have the right to record audio and visual as ruled by the higher courts.	See Below		
		A teacher can give a student a cellphone warning for using the phone in class or call the S3 to have the student removed temporarily from class.	A teacher can give a student a cellphone warning for using the phone in class or call the S3 to have the student removed temporarily from class.	A teacher can give a student a cellphone warning for using the phone in class or call the S3 to have the student removed temporarily from class.
Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Possession/Distribution of Potentially Harmful, Illegal, or Risk of Abusing substances, content, or products	Note* This section is broken down based on the item. This section does not differentiate between minor or major offense due to potentially harmful and illegal items that maybe involved. Each item has its own protocol.			

Tobacco	Student (over the age of 18) is in possession of or is using tobacco.	Possession: None. If using outside of school: None. If using in building: Possible expulsion due to fire code violation	None	None	
	Student is under age of 18 and is in possession of or is using tobacco	*Confiscation of Tobacco *Contact parent/guardian. *Restorative Meeting with S3 If using it in building: Expulsion due to fire code violation	*Confiscation of Tobacco *Contact parent/guardian. *Restorative Meeting with S3 *Loss of privileges If using it in building: Expulsion due to fire code violation	*Confiscation of Tobacco *Contact parent/guardian. *Restorative Meeting with S3 *Loss of privileges *Tier 1 Behavior Contract If using it in building: Expulsion due to fire code	
Alcohol	Student is in possession of alcohol and is 21 or older	Confiscation of alcohol (alcohol is turned over to the police so that student can retrieve it from the police department in 24-48 hours.) *Loss of privileges *Restorative Meeting with S3 *Tier 1 Behavior Contract	*Confiscation of alcohol (alcohol is turned over to the police so that student can retrieve it from the police department in 24-48 hours.) *Loss of privileges *Restorative Meeting with S3 *Possible suspension *Tier 2 Behavior Contract	*Confiscation of alcohol (alcohol is turned over to the police so that student can retrieve it from the police department in 24-48 hours.) *Loss of privileges *Restorative Meeting with S3 *Possible suspension *Tier 2 Behavior Contract	Note* If student voluntarily turns in item to security, it is not considered an offense.
	Student is between the age of 18 - 21 is in possession of alcohol.	*Confiscation of alcohol *Loss of privileges *Restorative Meeting with S3 *Tier 1 Behavior Contract	*Confiscation of alcohol *Loss of privileges *Restorative Meeting with S3 *Possible suspension *Tier 2 Behavior Contract	*Confiscation of alcohol *Loss of privileges *Restorative Meeting with S3 *Possible suspension *Tier 3 Behavior Contract	
	Student under the age of 18 is in possession of alcohol.	*Confiscation of alcohol *Contact parent/guardian. *Loss of privileges. *Restorative Meeting with S3. *Tier 1 Behavior Contract	*Confiscation of alcohol *Contact or parent/guardian. *Loss of privileges. *Restorative Meeting with S3. *Possible suspension. *Tier 2 Behavior Contract	*Confiscation of alcohol *Contact or parent/guardian. *Loss of privileges. *Restorative Meeting with S3. *Suspension. *Tier 3 Behavior Contract	
Marijuana	Student is in possession of marijuana and is 21 or over the age of 21.	Confiscation of marijuana (Marijuana is turned over to the police so the student can retrieve it from the police department in 24-48 hours.) *Loss of privileges *Tier 4	Confiscation of marijuana (Marijuana is turned over to the police so the student can retrieve it from the police department in 24-48 hours.) *Meeting with S3 *Loss of privileges *Tier 3	Confiscation of marijuana (Marijuana is turned over to the police so the student can retrieve it from the police department in 24-48 hours.) *Loss of privileges *Meeting with S3 *Tier 3	Note* If student voluntarily turns in item to security, it is not considered an
	Student is between the ages of 18 and 21 is in possession of marijuana.	*Confiscation of marijuana. *Loss of privileges. *Restorative Meeting with S3. *Tier 1 Behavior Contract	*Confiscation of marijuana *Loss of privileges *Restorative Meeting with S3 *Contact parent/guardian. *Tier 2 Behavior Contract	*Confiscation of marijuana *Loss of privileges *Restorative Meeting with S3 *Possible Suspension *Tier 3 Behavior Contract	
	Student under the age of 18 is in possession of marijuana.	*Confiscation of marijuana *Contact parent/guardian. *Loss of privileges *Restorative Meeting with S3	*Confiscation of marijuana *Restorative Meeting with S3 *Contact parent/guardian *Loss of privileges *Possible suspension	*Confiscation of marijuana *Restorative Meeting with S3 *Loss of privileges *Contact parent/guardian *Possible suspension	
Illegal Drugs	Students is in possession of or is using illegal drugs, substances, or imitations and/or paraphernalia. Ex. Acid, Cocaine, Heroin, K2, Krokodil, Molly, Ecstasy, Lean, Etc.	*Confiscation of substance by S3 and locking of substance in a secure location, followed by --> Restorative Meeting with S3 *Loss of privileges *Tier 2 Behavior Contract *Possible Police Involvement depending on	*Confiscation of substance *Restorative Meeting with S3 *Loss of privileges *Tier 3 Behavior Contract *Possible Suspension *Possible Police Involvement	*Confiscation of substance *Restorative Meeting with S3 *Possible Expulsion depending on severity of the case *Possible Police involvement depending on the severity of the case	
Over the Counter Drugs/ Substances for Cultural or Religious Purposes	Student is in possession of over the-counter drugs such as cough drops, ibuprofen, or acetaminophen, etc. without prescription. Student is in possession of substances that are used for ritual, cultural, or alternative medication. (Ex. Peyote, Ayhusaca, Mushrooms, Entheogen, etc.)	*Confiscation of substance by Director of SSD and returned to at the end of the day	*Confiscation of substance by Director of SSD and returned to at the end of the day	*Confiscation of substance by Director of SSD and returned to at the end of the day	

Combustibles	Student is in possession of small substances/objects readily capable of causing bodily harm and/or property damage (lighter, matches).	*Confiscation of item by security and returned to at the end of the day	*Confiscation of item by security and returned to at the end of the day	*Confiscation of item by security and returned to at the end of the day	
Combustibles	Student is in possession of substances/objects readily capable of causing bodily harm and/or property damage (firecrackers, gasoline, lighter fluid).	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Loss of privileges *Tier 1 Behavior Contract *Parental Involvement (If student is a minor)	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Loss of privileges *Tier 2 Behavior Contract *Parental Involvement (If student is a minor)	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Loss of privileges *Tier 3 Behavior Contract *Parental Involvement (If student is a minor)	
Weapons	Student is in possession of pocket knives, pepper spray, or other objects capable of causing harm.	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Parental Involvement (If student is a minor)	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Loss of privileges *Tier 1 Behavior Contract *Meeting With	*Confiscation by security of object (object is returned to student at end of the day) *Restorative Meeting With S3 *Loss of privileges *Tier 2 Behavior Contract *Meeting With	Note* If student voluntarily turns in item to security, it is not considered an offense.
Weapons	Student is in possession of knives or guns (real or look alike), or other objects readily capable of causing serious bodily harm.	*Investigation of incident *Restorative Meeting With S3, Director, Principal * Expulsion, Possible Police Involment	None	None	
Pornography	Student is in possession of printed or visual material containing the explicit description or display of sexual organs or activity, intended to stimulate erotic rather than	*Investigation of incident *Restorative Meeting With S3, Director, Principal *Suspension *Possible Expulsion, Possible Police Involment	*Investigation of incident *Restorative Meeting With S3, Director, Principal *Possible expulsion, Possible Police Involment	None	
Distribution	Student is supplying, sharing, or selling drugs, alcohol, substances, imitations, paraphernalia, combustibles, pornography, and/or weapons etc.	*Investigation of incident *Restorative Meeting With S3, Director, Principal * Possible expulsion, Possible Police Involment	None	None	

Weapons	Student is in possession of knives or guns (real or look alike), or other objects readily capable of causing serious bodily harm.	*Investigation of incident *Restorative Meeting With S3, Director, Principal * Expulsion, Possible Police Involment	None	None
Pornography	Student is in possession of printed or visual material containing the explicit description or display of sexual organs or activity, intended to stimulate erotic rather than aesthetic or	*Investigation of incident *Restorative Meeting With S3, Director, Principal *Suspension *Possible Expulsion, Possible Police Involment	*Investigation of incident *Restorative Meeting With S3, Director, Principal *Possible expulsion, Possible Police Involment	None
Distribution	Student is supplying, sharing, or selling drugs, alcohol, substances, imitations, paraphernalia, combustibles, pornography, and/or weapons etc.	*Investigation of incident *Restorative Meeting With S3, Director, Principal * Possible expulsion, Possible Police Involment	None	None

Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Inappropriate Display of Affection	Minor Offense: Student inappropriately displays affection. These include but are not limited to hands around waist, etc.	Minor: *Verbal Warning	Minor: *Verbal Warning *Restorative meeting with S3 *Parental contacted (If under 18) detention *Behavior Tier 1 Contract	Minor: *Verbal Warning *Restorative meeting with S3 *Parental contacted (If under 18)
	Major Offense: Student engages in inappropriate verbal and/or physical gestures/contact, of a sexual nature to another student/adult, either consensual or nonconsensual.	Minor: *Verbal Warning *Restorative meeting with S3 & Advisor *Parental Contact (If Under 18) *Student cleanup or restitution	Minor: *Restorative meeting with S3 & Advisor *Parental Contact (If Under 18) *Student cleanup or Restitution *Tier 1 Behavior Contract	Minor: *Restorative meeting with S3 & Advisor *Parental Contact (If Under 18) *Student cleanup or Restitution *Tier 2 Behavior Contract

Property Damage/Vandalism	Minor Offense: Student unintentionally engages in behavior which results in minor property damage. This includes but not limited to disfiguring school property or private property on areas under the supervisory control of the school.	Minor: *Verbal Warning *Restorative meeting with S3 *Parental Contact (If Under 18) *Student cleanup or Restitution	Minor: *Restorative meeting with S3 *Parental Contact (If Under 18) *Student cleanup or Restitution *Tier 1 Behavior Contract	Minor: *Restorative meeting with S3 *Parental Contact (If Under 18) *Student cleanup or Restitution *Tier 2 Behavior Contract
	Major Offense: Student deliberately impairs the usefulness of property.	Major: *Restorative meeting with S3 *Parental Contact (If Under 18) *Restitution *Loss of privileges for extracurricular activities *Possible Police Involvement *Tier 2 Behavior Contract	Major: *Restorative meeting with S3 *Parental Contact (If Under 18) *Restitution *Loss of privileges for extracurricular activities *Possible Suspension/Expulsion *Tier 3 Behavior Contract	Major: *Possible Suspension/Expulsion *Possible Police Involvement
Arson	Student unintentionally sets fire to school property, personal property, or any other individual's property.	Minor Offense: Meet with S3		
	Student intentionally sets fire to school property, personal property, or any other individual's property.	Major: Restorative Meeting with S3 *Parent Conference (If under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement	Major: Restorative Meeting with S3 *Parent Conference (If under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement *Possible Suspension/Expulsion on a case by case basis	Major: Student meets with S3 *Parent Conference (If under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator *Possible police involvement *Possible Suspension/Expulsion on a case by case basis
Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Fighting/Physical Aggression	Minor Offense: Student participates in non-serious physical contact including but not limited to horse-play, pushing, or shoving.	Minor: *Verbal warning *Restorative Meeting With S3	Minor: *Verbal warning *Restorative meeting with S3 *Parent contacted(If Under 18)	Minor: *Restorative meeting with S3 *Parent contacted(If Under 18) *Possible Suspension

	Major Offense: *Actions involving serious physical contact where injury may occur (e.g., hitting, punching) *Inappropriate Physical Contact minor offenses become a major offense on the 4th and subsequent offenses.	Major: *Restorative meeting with S3 *Parent contacted (if Under 18) *Possible Suspension *Possible police involvement *Tier 1 Behavior Contract *Possible Tier 2 Behavior Contract (Depending on Student's prior history)	Major: *Restorative meeting with S3 *Parent contacted (if Under 18) *Possible Suspension *Possible police involvement *Tier 2 Behavior Contract *Possible Tier 3 Behavior Contract (Depending on Student's prior history)	Major: *Restorative meeting with S3 *Parent contacted (if Under 18) *Possible Suspension *Possible police involvement *Tier 3 Behavior Contract *Suspension and/or Possible Expulsion (Depending on Student's prior history) *Police Involvement
Defiance/Disrespect/Insubordination/Non-compliance	Minor Offense: Student engages in rude, verbal or physical actions with fellow students and staff. Student engages in non-threatening, non-abusive language considered unacceptable for school.	Minor: *Verbal Warning *Restorative meeting With S3	Minor: *Verbal Warning *Restorative meeting With S3 *Parental Contact (if under 18) *Tier 1 Behavior Contract	Minor: *Verbal Warning *Restorative meeting With S3 and advisor *Parental Contact (if under 18) *Tier 2 Behavior Contract
	Major Offense: Refusal to follow directions talking back and/or socially rude interactions.	Major: *Verbal Warning *Restorative meeting With S3 *Loss of privileges *Possible Tier 1 Contract	Major: *Verbal Warning *Restorative meeting With S3 *Parental Contact (if under 18) *Loss of Privileges *Tier 2 Behavior Contract	Major: *Verbal Warning. *Restorative meeting With S3 *Parental Contact (if under 18) *Loss of Privileges *Tier 3 Behavior Contract *Possible Police Involvement

Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Lying/Cheating	Minor Offense: Knowingly giving or copying another student's assignments, work, or tests answers, cheat sheets, giving or receiving information during a test, plagiarism, or copyright violation.	Minor: *Verbal warning *Instructor consequence *Meeting With Academic Advisor	Minor: *Verbal warning *Parent contact (if under 18) *Instructor consequence *Tier 1 Behavior Contract *Meeting With Academic Advisor	Minor: *Parent contact (if under 18) *Instructor consequence *Tier 2 Behavior Contract *Possible Suspension (Depending on Severity) *Meeting with Academic Advisor & Academic Director
	Major Offense: Student delivers message that is untrue and/or deliberately violates rules. *Cheating minor offenses become a major offense on the 4th and following offenses.	Major: *Verbal warning *Parent contact (if under 18) *Instructor consequence *Tier 1 Behavior Contract *Meeting With Academic Advisor & Director of Academics	Major: *Verbal warning *Parent contact (if under 18) *Restorative meeting *Instructor consequence *Tier 2 Behavior Contract *Possible Suspension	Major: *Verbal warning *Parent contact (if under 18) *Restorative meeting *Instructor consequence *Tier 3 Behavior Contract *Possible Suspension

Disruption	Minor Offense: Student disrupts the learning environment. This includes but is not limited to talking out, being out of seat, running, yelling, talking loudly or excessively, making noise with other materials, poking, throwing things, or jumping.	Minor: *Verbal warning *Instructor's consequence	Minor: *Verbal warning *Parent contact (Under 18) *Instructor consequence *Tier 1 Behavior Contract	Minor: *Verbal warning *Parent contact (Under 18) *Instructor consequence *Tier 2 Behavior Contract *4th Infraction Behavior Tier 3
	Major Offense: Behavior causing an interruption in a class or activity. Disruption includes sustained loud talk, yelling, or screaming; noise with materials; horseplay or rough-housing; and/or sustained out of seat behavior.	Minor: *Parent Contact (If Under 18) *Restorative Meeting With S3 *Tier 1 Behavior Contract	Major: *Parent Contact (if under 18) *Restorative Meeting with S3 *Tier 2 Behavior Contract	Major: *Parent Contact (if under 18) *Restorative Meeting with S3 *Tier 3 Behavior Contract

Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Inappropriate location/Out of Bounds Area	Minor Offense: Student is in a location in the school without permission.	Minor: *Verbal warning *Instructor consequence	Minor: *Verbal warning *Parent contact (if under 18) *Loss of open lunch *Instructor consequence *Tier I Behavior Contract	Minor: *Verbal warning *Parent contact (if under 18) *Loss of open lunch *Instructor Consequence *Tier II Behavior Contract
	Major Offense: Student is off school property, in restricted area, or in an inappropriate location during a school activity.	Major: *Meet With S3 *Parent Contact (If Under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator and open lunch *Possible police involvement *Tier 1 Behavior Contract	Major: *Meet With S3 *Parent Contact (If Under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator and open lunch *Possible police involvement *Tier 2 Behavior Contract	Major: *Restorative Meeting With S3 *Parent Contact (If Under 18) *Loss of privilege for extracurricular activities both as a participant and as a spectator and open lunch *Possible police involvement *Tier 3 Behavior Contract
Dress Code *Refer to Dress Code policy in the student handbook.	Minor Offense: Student does not adhere to dress code policies.	Minor: *Verbal warning *Must change inappropriate apparel or accessories	Minor: *Verbal warning *Must change inappropriate apparel or accessories *Parent Contact (If Under 18)	Minor: *Verbal warning *Must change inappropriate apparel or accessories *Parent Contact If Under 18

	Major Offense: Student wears clothing that does not fit within the dress code guidelines.	Major: *Meet With S3 *Parent Contact If Under 18 *Must change inappropriate apparel and accessories. *Loss of privileges for extracurricular activities both as a participant and as a spectator. *Loss of Open Lunch	Major: *Meet With S3 *Parent Contact (If Under 18) *Must change inappropriate apparel and accessories. *Loss of privileges for extracurricular activities both as a participant and as a spectator. *Loss of Open Lunch *Tier 1 Behavior Contract	Major: *Meet With S3 *Parent Contact (If Under 18) *Must change inappropriate apparel and accessories. *Loss of privileges for extracurricular activities both as a participant and as a spectator. *Loss of Open Lunch *Tier 2 Behavior Contract
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Behavior	Definition	1st Offense	2nd Offense	3rd Offense
Abusive Language/ Inappropriate Language/Profanity	Minor: Student engages in non-threatening, non-abusive language considered unacceptable for school	Minor: *Verbal Warning. *Meeting With S3	Minor: *Verbal Warning *Restorative meeting With S3 and advisor *Parental Contact (If under 18) *Tier 1 Behavior Contract	Minor: *Verbal Warning *Restorative meeting With S3 and advisor *Parental Contact (if under 18) *Tier 2 Behavior Contract
	Major: Verbal messages that include swearing, name calling or use of words in an inappropriate way.	Major: *Verbal Warning *Meeting With S3 *Loss of privileges *Possible Tier 1 Contract	Minor: *Verbal Warning *Restorative meeting With S3 and advisor *Parental Contact (If under 18) *Loss of Privileges *Tier 2 Behavior Contract * Possible Suspension (if pose safety/emotional stress)	Minor: *Verbal Warning *Restorative meeting With S3 and advisor *Parental Contact (If under 18) *Loss of Privileges *Tier 3 Behavior Contract *Possible Suspension/Expulsion (if pose safety/emotional stress) *Possible Police Involvement
Other Behavior	Problem behavior causing referral is not listed above. Staff using this area will specify the problem behavior observed.			