

# Genesee Early College

## GENESEE



**Genesee Early College**  
Student/Parent Handbook  
2023-2024

Welcome to Genesee Early College  
2023-2024

Congratulations and welcome to Genesee Early College. As a program of the Genesee Intermediate School District, we are proud of the opportunities that Genesee Early College affords our students.

Our entire faculty is committed to ensuring that you, the student, enjoy a meaningful experience as you begin the journey to your future career. Genesee Early College (GEC) provides a challenging environment where all learning and teaching will ensure the opportunity to experience and obtain college credit through dual enrollment. We encourage you to assume personal responsibility by being committed to rigorous work, asking critical questions, and taking advantage of the numerous opportunities available to you at GEC.

We believe that Genesee Early College graduates can find success “anywhere in the world.” We hope you are as excited about your possibilities as we are! If you have a question or need some help, please stop by, and see me. I am looking forward to a great school year!

Sincerely,

Robert McAllister

**GENESEE INTERMEDIATE SCHOOL DISTRICT  
BOARD OF EDUCATION**

Richard E. Hill, President  
Lawrence P. Ford, Vice President & Treasurer  
Janis D. Bugbee, Secretary  
Salvatore A. Ausiello, Trustee  
DesRae A. Joubran, Trustee

Dr. Steve W. Tunnichliff, Superintendent  
Eddie Kindle, Associate Superintendent

**UNIVERSITY OF MICHIGAN-FLINT**

Dr. Debasish Dutta, Chancellor

**Carman-Ainsworth Community Schools**

Cathy McGilvery, Superintendent  
Fiscal Agent for Genesee Early College

## **GENESEE EARLY COLLEGE STAFF**

### **ADMINISTRATION**

Robert McAllister, Principal  
Jennifer Thomas, Assistant Principal

### **COUNSELORS**

Lindsey Hollenback  
Betsy Wambaugh

### **OFFICE STAFF**

Raven Johnson, Program Secretary  
Anna MacDonald, Secretary

### **INSTRUCTORS**

Laureta Camaj, Science  
Shane Clary, World Studies  
Delphine Garcia, World Language  
Greg Myers, Mathematics  
Amanda Jane Schade-Rhodes, Language Arts

### **SCHOOL INFORMATION**

Genesee Early College  
Mailing Address:  
2413 West Maple Avenue  
Flint, Michigan 48507-3493  
School Location:  
432 N. Saginaw St. #803  
Flint, MI 48502

[geneseeearlycollege.org](http://geneseeearlycollege.org)

Main Office (810) 591-5115  
Fax (810) 591-2503

Genesee Early College  
2023-2024 STUDENT HANDBOOK

<b>INTRODUCTION</b>	<b>6</b>
What Is Genesee Early College?	6
The Goals of Genesee Early College	6
High School Curriculum	6
Mission, Vision, and School Beliefs	7
<b>ADMISSIONS</b>	<b>8</b>
Recruitment	8
Application Process/Information Sessions	8
Admissions Committee	8
Student Orientation/Transition to GEC	8
Re-Enrollment	8
<b>ACADEMICS</b>	<b>9</b>
Grading Policy	9
ParentVue/StudentVue	9
Graduation Requirements	9
Internship/Work-based Learning	10
Graduation Ceremony	10
<b>GENERAL SCHOOL INFORMATION</b>	<b>11</b>
Wireless Communication Device and Electronic Storage Device	11
District Web Site	12
School Closing (Snow days – severe weather)	12
Weapons	13
Weapons-Free Zones	13
Off-campus Events	14
Transportation Conduct	14
Child abuse and neglect	15
Attendance	15
Assessments	16
Dual Enrollment	16
Postsecondary Course Tuition and Fee Agreement	18
<b>RIGHTS AND RESPONSIBILITIES</b>	<b>20</b>
Speech	20
Press	20
Assembly	20
Personal Appearance	21
Student Activities	21
Acceptable Use Policy	21
Privacy-Student Records	21
Privacy-Age of Majority	21
Student Property	22
Responsibilities of Student	22
Responsibilities of Parent/Guardians	22
Responsibilities of Staff	23
Responsibilities of Board of Education	23
<b>STUDENT RECORDS</b>	<b>23</b>
Annual Notification of Rights and Designation of Directory Information	23
Address Confidentiality Program Act	26
Armed Forces Recruiting	26
Genesee Intermediate School District (GISD) Notification of Rights Under the Protection of Pupil Rights Amendment (PPRA)	26
<b>STUDENT SAFETY AND HEALTH</b>	<b>28</b>
Epinephrine Auto-Injectors (Epi-pens)	28
Concussions	28
Use of Medication	28
Student Illness	29

Genesee Early College  
2023-2024 STUDENT HANDBOOK

Emergency Information .....	29
Illness and Injury .....	29
COVID – 19.....	30
<b>ENFORCEMENT OF RIGHTS, RESPONSIBILITIES &amp; RULES</b>	<b>30</b>
Discipline.....	30
Definitions of Discipline and Interventions .....	30
Criminal Acts.....	32
Prohibited Acts .....	33
Student Due Process .....	41
Teacher-Imposed Suspensions.....	41
Short-Term Suspensions.....	42
Long-Term Suspensions .....	42
Appeals and Reviews of Suspensions .....	42
Closing of Program.....	43
Expulsion .....	43
Reinstatement for a Student.....	44
Conditions of Reinstatement.....	45
Counseling .....	45
Student Property – Search and Seizure .....	46
<b>GRIEVANCE PROCEDURE</b>	<b>46</b>
Investigation and Complaint Procedure.....	46
Informal Complaint Procedure .....	47
Formal Complaint Procedure.....	48
Non-Discrimination and Access to Equal Educational Opportunity Board Policy 2260 .....	49
District Compliance Officers .....	49
Reports and Complaints of Unlawful Discrimination and Retaliation.....	50
Investigation and Complaint Procedure.....	51
Informal Complaint Procedure .....	51
Formal Complaint Procedure.....	53
Privacy/ Confidentiality .....	55
Sanctions and Monitoring.....	55
Retaliation.....	55
<b>NONDISCRIMINATION ON THE BASIS OF SEX IN DISTRICT PROGRAMS OR ACTIVITIES-Board Policy 2260....</b>	<b>56</b>
Title IX Coordinator(s).....	58
Grievance Process.....	58
Report of Sexual Discrimination/Harassment.....	59
Formal Complaint of Sexual Harassment .....	60
Timeline.....	60
Dismissal of a Formal Complaint .....	61
Consolidation of Formal Complaints.....	62
Informal Resolution Process .....	62
Investigation of a Formal Complaint of Sexual Harassment .....	62
Determination of Responsibility .....	63
Appeal.....	65
Retaliation.....	66
Confidentiality .....	66
Cooperation with Law Enforcement Agencies .....	67
Asbestos Notice to Parents/Guardians/Students/Staff .....	67
Pesticide Notice to Parents/Guardians .....	67
<b>AGREEMENT FOR ACCEPTABLE USE OF TECHNOLOGY RESOURCES FOR SECONDARY STUDENTS</b>	<b>68</b>
<b>CHROMEBOOK POLICIES AND GUIDELINES</b>	<b>73</b>
<b>CHROMEBOOK CARE AND REPAIR</b>	<b>78</b>
<b>CHROMEBOOK USER EXPECTATION SIGN-OFF</b>	<b>80</b>
<b>STUDENT/PARENT CHROMEBOOK SIGNATURE PAGE</b>	<b>82</b>
<b>CHROMEBOOK STUDENT/PARENT USE AGREEMENT</b>	<b>83</b>

## INTRODUCTION

### **What Is Genesee Early College?**

Genesee Early College (GEC) is an intensive state-of-the-art five-year high school, combining the best elements of the high school and early university experience. It is located on the campus of the University of Michigan-Flint. The school provides a supportive and rigorous educational environment to students throughout Genesee County and adjacent counties who are interested in exploring a bachelor's degree. Students have the opportunity to earn up to 60 transferable college credits from the University of Michigan-Flint and other approved colleges/university before graduating as a GEC high school student.

Highlights of Genesee Early College include college/career readiness curriculum, Genesee Career Institute experience, and a work-based learning experience or internship before graduation. Students are able to participate in almost all university campus activities and have access to university student services (limited access for grades 9 and 10).

### **The Goals of Genesee Early College**

The Goals of GEC are to: create a first-class learning community on the campus of the University of Michigan-Flint where all who participate (students, staff, teachers/professors, parents, and community members) are valued as both learners and teachers; provide real-world learning experiences for students in bachelor's degree attainment; and help students learn to utilize the university's resources. Genesee Early College strives to:

- Improve student academic performance.
- Increase high school completion rates.
- Enhance student opportunity to earn up to 60 transferable college credits.
- Increase the number of students who are proficient on the M-STEP (Michigan Student Test of Educational Progress) & college-ready on the SAT.
- Increase the number of students graduating with a bachelor's degree in Genesee County
- Provide an atmosphere where all parents and university stakeholders are part of the shared vision of GEC.

### **High School Curriculum**

The Genesee Early College curriculum is designed to prepare students for the rigors of a top-tier university. All students begin to dual enroll as early as grade 10 and attend Career Technological Education (CTE) classes at Genesee Career Institute (GCI) during grade 11 or 12 that can lead to a work-based learning experience during Grade 13.

All courses are intended to build academic/personal confidence and communication skills, help students learn how to work collaboratively, build cultural competency, and learn to use resources effectively.

The high school curriculum includes English language arts, research and writing, civics, economics, algebra, geometry, algebra II, pre-calculus, trigonometry, biology, chemistry, physics, anatomy and physiology, focus, and other high school courses. Students also participate in coursework at The Genesee Career Institute (GCI) or

other approved courses as a precursor to the grade 13 Work-Based Learning Experience. GEC has an established curriculum that requires students to successfully complete certain classes according to their grade level.

### **Mission, Vision, and School Beliefs**

Mission Statement: "Genesee Early College is dedicated to providing students with rigorous and relevant instruction in an environment that supports seamless and successful post-secondary transition and baccalaureate degree attainment. Genesee Early College graduates will be adept critical thinkers/problem solvers and responsible citizens."

Vision Statement: Transforming *Potential into Success*

School Belief Statements:

- It is our responsibility to provide the highest quality education to our students.
- Our curriculum must be purposeful, research-based, and data-informed.
- Mutual respect fosters a foundation for a positive and successful learning environment.
- Each student has the potential to make unique contributions.
- Post-secondary education is vital to compete in a global economy.
- It is our responsibility to support all student populations in achieving their full potential.

The Michigan School Code authorizes local boards of education to enact "reasonable rules and regulations necessary for the proper establishment, maintenance, management, and carrying on the public schools...including regulations relative to the conduct of pupils concerning their safety while in attendance at school or at school functions."

This Student Handbook contains the rules and regulations necessary for maintaining an education environment that is conducive to maximum learning. It also describes the rights and responsibilities of students, parents, and staff. For each student to have maximum opportunity to fulfil his or her potential in achievement there must be a balance of the traditional "three R's" which encompass rights, responsibilities, and rules.

## **ADMISSIONS**

### **Recruitment**

Students and/or parents are exposed to the Genesee Early College program via general public informational programs, current GEC students, graduates, and media coverage. Direct recruitment is done by the Genesee Early College staff, assisted by school's guidance counselors.

### **Application Process/Information Sessions**

Highly Recommended that students and parents attend a Genesee Early College information session during which time they will be given a description of and orientation to the program and the admissions process as well as an application. Applications are also available online

### **Admissions Committee**

An admissions committee, consisting of Genesee Early College administration and counseling representatives, will review all available information regarding each applicant and will make a decision as to whether or not the student will be provisionally accepted into the program. Factors involved (but not limited to) in making this decision are:

- the student's past history (academic, behavioral, social)
- the student's needs (age/credits earned, career interest, etc.)
- the resources of the program
- whether or not the student, and parent or legal guardian, are serious about supporting his/her educational goals and outcomes due to the rigor of the program.

### **Student Orientation/Transition to GEC**

The final step before entering Genesee Early College is for students to attend an Orientation session and for the parent(s) to attend a parent Orientation session. Orientation is a mandatory intensive transition program for provisionally accepted students and parents who are shifting from a traditional school to an early college high school. Students and parents who have not completed the orientation workshop could have the program closed to them until the orientation workshop is completed. Students will gain a more thorough understanding of Genesee Early College's values, educational philosophies, and our early college program. Throughout the session, students will have many opportunities to make new friends and help build a positive, productive learning community. Some students may also have probationary items to complete as part of their provisional acceptance. The duration of these probationary periods is scheduled with GEC administration/counselors individually with the student and parents present.

### **Re-Enrollment**

All GEC Students and parents are required to participate in an annual re-enrollment process. Re-admission for the following school year is dependent on successful completion of the individualized re-enrollment requirements (which includes a review of credit accumulation, attendance, and behavior).



## ACADEMICS

### Grading Policy

Students are evaluated on a scale of A, B, C, E, or I. Students have four weeks to complete coursework to replace an “I” (Incomplete). If after two (2) weeks the required work has not been turned in or if it does not meet satisfactory performance, the “I” will become an “E.” An “E” indicates failure, and the class must be repeated. All grading policies apply to all courses on the high school transcript (including, but not limited to, dual credited and on-line courses).

A = 93-100	B+ = 87-89	C+ = 77 – 79	E < 70%
A- = 90-92	B = 83 – 86	C = 73 - 76	
	B- = 80 – 82	C- = 70 - 72	

**Note: under special circumstances, students may take a course for Pass (P) credit.**

### ParentVue/StudentVue

All parents of Genesee Early College students may access student attendance, progress reports, report cards, and other information any time by going to [www.geneseeisd.org](http://www.geneseeisd.org), selecting Genesee Early College from the drop-down menu under the Schools tab and then clicking on the link to ParentVue. Parents need to obtain an activation key to log in for the first time and must have a working email address. Please call the main office at (810) 591-5115.

### Graduation Requirements

#### **4 credits**

#### **English Language Arts**

- (1) English LA 9
- (1) English LA 10
- (1) English LA 11 (or equivalent)
- (1) English LA 12 (or equivalent)

#### **4 credits**

#### **Math**

- (1) Algebra 1
- (1) Geometry
- (1) Algebra II
- (1) Additional year of math

*NOTE: One of four mathematics classes must be in fifth year*

#### **3 credits**

#### **Science**

- (1) Biology
- (1) Chemistry or Physics
- (1) Additional Science

**3 credits      Social Studies**  
(1) World History & Geography

(1) U.S. History & Geography  
(.5) Civics  
(.5) Economics

**1 credit**

**Physical Education/Health**  
(.5) Physical Education  
(.5) Health

**1 credit**

**Visual/Performing/Applied Arts**

**2 credits**

**World Language (other than English)**

**1 credit**

**Technology**

**Required State Testing (grade 11)**

**1 credit**

Internship or **Work-based Learning Experience (Grade**

**13) \***

**\*(See criteria on following page)**

**1 credit**

**Additional year of math or science (Grade 13)**

**.5 credit**

**Online Experience**

**1.5 credits**

**CTE class at GCI (Grade 11 or Grade 12)**

**23 Total Credits** Plus a minimum of 15 college credits, per the requirements of membership in MEMCA – Michigan Early Middle College Association

*Note: Students who graduate in 2024 must complete 50 hours of documented community service and students graduating in 2025 and beyond must complete 60 hours of documented community service. Students do not receive course credit; however, it is a Genesee Early College graduation requirement. Students must successfully complete a yearly Educational Development Plan (EDP), the graduate student survey, the portfolio and presentation requirements in Grade 13, and all standardized assessments.*

**Internship/Work-based Learning**

Grade 13 students are required to complete an internship or work-based learning (WBL) experience in order to graduate from Genesee Early College. The internship or WBL experience must be in the student's chosen career pathway and must be pre-approved by a GEC counselor before the student can begin. The minimum amount of hours required for the internship or WBL is 60. The following elements must be turned in for the student to earn credit for the internship/WBL:

1. Log of the 60 hours that were completed.
2. Evaluation from the worksite supervisor.
3. Self-reflection essay.

**Graduation Ceremony**

- Walking at Graduation is a privilege.

While meeting all of the graduation requirements qualifies a student to graduate with a High School diploma, it does not guarantee that the student will walk in the graduation ceremony. Walking at graduation is at the discretion of the Principal.

- Not Meeting Graduation Requirements:

Students in jeopardy of not meeting graduation requirements for spring graduation will be notified in the following manner:

1. In January, a letter of communication will be sent home to parents addressing the concerns and credits/classes needed to graduate the student.
2. The counselor will continue to monitor progress towards graduation and will meet with the student during 2nd semester (per university/college FERPA laws, it is the student's responsibility to communicate with their school counselor on the progress of their college course work) and counselors will communicate with parents on that progress.
3. A meeting will be set up no later than the end of February with the following individuals: counselor, administrator, parents/guardian, and student to discuss academic progress towards graduation.
4. Students and Parents will be given final notification in early May to determine if requirements have been met.
5. Students who have not met the graduation requirements will not graduate and will not be allowed to walk. Counselors will work with students to plan for credit recovery needed.

## **GENERAL SCHOOL INFORMATION**

### **Wireless Communication Device and Electronic Storage Device**

A "wireless communications device" (WCD) is a device that emits or receives an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication. The following devices are examples of WCDs (Wireless Communications Device): cellular and wireless telephones, pagers/beepers, personal digital assistants (PDA), BlackBerry/Smartphones, Wi-Fi enabled or broadband access devices, two-way radios or video broadcasting devices, laptops, netbooks, IPads, and other devices that allow a person to record and/or transmit sound, video, still images or other information. An electronic storage device (ESD) is any device used for recording any format of electronic data. Common examples include portable hard drives, thumb drives, SD cards, CD's, etc. A student may possess a WCD and an ESD in school, on school property, at after-school activities, and at school-related functions provided that the WCD and/or ESD are not disruptive, distracting or otherwise harmful to the educational process, the scheduled activity, or other participants. The device must be off during class time unless special permission has been granted by a GEC Staff member.

The unauthorized use of WCDs and ESDs to communicate or access information during classes or testing is prohibited, except as authorized under this policy. Use of WCDs and ESDs in school, on school property, at after-school activities, at school-related functions, or on school owned-vehicles will be subject to disciplinary action.

Students may not use WCDs or ESDs (Electronic Storage Device) on school property or at a school-sponsored activity to access and/or view Internet websites that are otherwise prohibited by GEC's Internet Acceptable Use Policy. Using WCDs or ESDs to take or transmit audio and/or pictures/video of an individual without his/her consent is considered an invasion of privacy. Students are prohibited from using a WCD or ESD in any way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed, bullied, or intimidated. The use of audio or video recording capacity of any WCD or ESD is prohibited in locker rooms or restrooms. The possession of a WCD or ESD is a privilege, which may be forfeited by any student who fails to abide by the terms of this policy.

Violations of this policy may result in disciplinary action against the student which may include confiscation of the WCD/ESD. The building principal may also refer the matter to law enforcement if the violation involves illegal activity. The student who possesses the WCD/ESD shall assume responsibility for its care. At no time shall Genesee Intermediate School District or Genesee Early College be responsible for preventing theft, loss, or damage to WCDs or ESDs brought onto its property. More details on GISD's policy 5136 on wireless communication devices can be found at [www.geneseeisd.org](http://www.geneseeisd.org). GEC students are required to sign and adhere to the Acceptable Use and Internet Safety Policy guidelines as detailed in the current GISD agreement for Acceptable Use of Technology Resource for Secondary Students.

No expectation of privacy when using the ISD's Technology Resources. The ISD (intermediate school districts) reserves the right to monitor and inspect all use of its Technology Resources, including, without limitation, personal email and voice mail communications, computer files, databases, weblogs, audit trails, or any other electronic transmissions accessed.

### **District Web Site**

Much of the information found in this handbook is based on GISD Board Policies. Parents may use this up-to-date resource to find all-encompassing school information. You will find a general overview of any school in GISD. You will also find legal notices, special events, and board policy information regarding the Genesee Intermediate School District at the following: [www.geneseeisd.org/Inside GISD/Board of Education/Board Policies](http://www.geneseeisd.org/Inside%20GISD/Board%20of%20Education/Board%20Policies)

### **School Closing (Snow days – severe weather)**

Final determination concerning all closings of district facilities is made by the GISD superintendent and is based on information received from city/state law enforcement agencies, K-12 districts, civil defense officials, other agencies or information sources. Parents are advised to listen to local radio and television programs, and the GISD website for school closing announcements. -If GISD closes, then GEC is closed.- If University of Michigan-Flint is closed for inclement weather, students are excused from attending GEC.

## **Weapons**

The Board prohibits students from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of GISD for the purpose of school activities approved and authorized by GISD including, but not limited to, property leased, owned, or contracted for by GISD, a school-sponsored event, or in a GISD vehicle.

The term "weapon" means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms, guns of any type whatsoever, including air and gas-powered guns (whether loaded or unloaded), knives, razors, clubs, electric weapons, metallic knuckles, martial arts weapons, ammunition, and explosives. The term "dangerous weapon" shall include a firearm (including a starter gun or pistol except as referenced in Board Policy 5772) or any device which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, any destructive device or any explosive, incendiary, or poison gas bomb, grenade, rocket having a propellant charge of more than four (4) ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine or similar device; a dagger, dirk, stiletto, knife with a blade over three (3) inches in length, or pocket knife opened by a mechanical device, an iron bar or brass knuckles or, any other weapon as set forth in 18 USC 921. This policy also prohibits any electronic device or spring/manually loaded device that inflicts or causes pain or suffering, including BB pellet, paintballs and bows, unless the device is required for curriculum or course work and has the approval of the Superintendent. When this is the case, the approved staff shall be required to adhere to the appropriate safety standards. Additionally, a detailed inventory shall be maintained at all times.

The Superintendent will refer any student who violates this policy to the student's parent/guardian and to the criminal justice or juvenile delinquency system. The student may also be subject to disciplinary action, up to and including permanent expulsion from a GISD program.

## **Weapons-Free Zones**

The Board of Education, operating within their legal duty to ensure student safety while at school, en route to school, or at school sponsored activities, and an educational environment free from disruption, declares all properties owned or leased by GISD as Dangerous Weapon and Disruption-Free Zones.

No student in possession of a dangerous weapon will be allowed to remain on property owned or leased by GISD at any time, including but not limited to when students are at school, en route to or from school or at a school sponsored activity in accordance with this policy to maintain the least disruptive educational environment and to ensure the safety and welfare of students.

This prohibition does not apply to officers duly sworn to and in good standing with public law enforcement agencies.

This prohibition further does not apply to persons properly licensed to carry a concealed weapon in the following circumstances only:

- A. Parent or legal guardian of a student of the school may carry a concealed weapon in a vehicle on school property if s/he is dropping the student off at the school or picking up the student from the school and

any person properly licensed to carry a concealed weapon may carry a concealed weapon solely in the parking lot.

- B. A county corrections officer, a member of a Sheriff's posse, a police or sheriffs reserve or auxiliary officer, or a State Department of Corrections parole or corrections officer, a private investigator, a Michigan State Police motor carrier officer or Capitol security officer, a State court judge, a security officer required by the employer to carry a concealed weapon while on the premises, a court officer, a parole, probation, or corrections officer or absconder recovery unit member of the Department of Corrections, if that individual has obtained a Michigan Department of Corrections weapons permit.
- C. A retired police or law enforcement officer, a retired Federal law enforcement officer, or a retired State court judge, a retired corrections officer of a county sheriff's department, if that individual has received county sheriff approved weapons training, a retired parole, probation, or corrections officer or retired absconder recovery unit member of the Department of Corrections, if that individual has obtained a Michigan Department of Corrections weapons permit.

### **Off-campus Events**

Students at school-sponsored, off-campus events shall be governed by GISD rules and regulation and are subject to the authority of GISD officials. Failure to obey the rules and regulations and/or failure to obey the lawful instructions of school district officials shall result in loss of eligibility to attend school-sponsored, off-campus events and may result in suspension and/or expulsion.

Any student's conduct occurring away from school premises that has a direct and immediate effect on GEC's school discipline, general safety, or welfare may result in disciplinary action.

There are other effective disciplinary practices than those specifically covered in the Student Handbook and teachers may develop other constructive practices, provided, however, it is recognized that administrators have the right to require that practices be modified when they are demonstrated to be ineffective, inappropriate, or abusive to children.

### **Transportation Conduct**

The school may provide an MTA (Mass Transportation Authority) bus pass to those students requesting one. Any student with seven (9) or more unexcused class periods (not days) during the calendar month loses his/her bus pass privilege for the next month. The student may earn bus pass privileges back. All school rules and expectations apply to bus stops, bus terminals and while riding to and from school. When a student is waiting for transportation and/or steps aboard a bus or other transportation services provided by the district, he/she is considered to still be in school and as such is in an "extended classroom." Because of this, the student is subject to all rules, rights, and responsibilities of this Student Handbook in addition to the special rules for health and safety while on the bus.

The following guidelines and disciplinary action will be enforced when students ride MTA:

1. Any student caught fighting while riding an MTA bus, or in the bus terminal, will have the GEC program closed to them. This action is subject to appeal and review by the discretion of the Principal.
2. Any student found loitering (remaining around a school facility or the MTA terminal) will be suspended for one week. The student's bus pass will be taken away and the student will lose the privilege of riding MTA buses free of charge. This action is subject to appeal and review by the student's principal.
3. Any student illegally using a bus pass or allowing another student to use a bus pass will be suspended for one week. The student's bus pass will be taken away and the student will lose the privilege of riding MTA buses free of charge. This action is subject to appeal and review by the student's principal.
4. Any student involved with or carrying a weapon on an MTA bus will be subject to the same disciplinary policy as students who are found with a weapon in school, up to and including expulsion.
5. Any student involved in disorderly conduct (such as loud, disruptive behavior, using abusive or foul language, and failure to follow instructions of those in authority, etc.) while riding an MTA bus or on MTA property will be suspended for one week. The student's bus pass will be taken, and the student will lose the privilege of riding MTA buses free of charge.
6. Any student who is suspended for reasons other than those listed above will have his or her bus pass taken away and lose the use of the pass for the duration of the suspension.
7. Unless special transportation is required by an IEP (individualized education programs), Genesee Early College has no legal obligation to transport students or pay for transportation for students.

### **Child abuse and neglect**

The Michigan Child Protection Law requires that any school administrator, teacher, nurse, counselor, social worker, or childcare worker report all cases of suspected child abuse or neglect on behalf of children under 18 years of age. The law provides legal immunity for such persons acting in good faith and making reports or assisting in any other requirements of the law. Furthermore, school staff must report suspected abuse or neglect of vulnerable adults.

### **Attendance**

The Michigan compulsory attendance law states that a student must attend school until he/she is 18 years of age. The Board of Education of the Genesee Intermediate School District strongly supports a policy of utilizing every resource available to involve students in an ongoing educational program on the basis of regular attendance to the end that each child is encouraged through a conscious effort on the part of school personnel to reach his/her maximum potential in all areas of development.

To benefit from the primary purpose of the school experience, it is essential that each student maintain a regular and punctual daily attendance in all assigned classes. Because class attendance is necessary for learning and academic achievement, as well as for developing habits of punctuality, dependability and self-discipline, a relevant objective criterion can be related to a pupil's course grade. The purpose of the attendance procedures is to help students develop these responsibilities and to maintain academic standards for earning credit.

In order to carry out an effective attendance policy, the attendance procedures at each grade level must be consistent throughout Genesee Early College.

A. The teacher shall:

1. Keep accurate individual class attendance records on Synergy.
2. Contact the school office for each student who is absent for four or more class hours (one week of class). The teacher in coordination with the school office would then contact the parent/guardian. All telephone calls, letters, and contacts regarding students relative to attendance should be documented by the teacher.
3. Make arrangements for the student's work to be made up after student returns to school if the student initiates the request for makeup immediately upon his/her return to school.
4. Notify the student services team if significant improvement is not shown after steps 2 & 3.

Upon receiving referral from the teacher regarding unexcused absences, counsel personally each student concerning his/her lack of attendance and place on attendance probation.

B. The Student Services Team shall:

1. Inform the student that he/she is responsible for making the request for make up the work immediately upon his/her return to school.
2. Notify the student's parents or legal guardian by telephone that additional absences have incurred since the teacher called and/or formal notification was sent by Genesee Early College.
3. Document all of these contacts with parents and keep accurate records of the attendance conferences with the student.

C. The Administrator shall:

1. Hold a parent-student conference as soon as possible. If the parent cannot be contacted by telephone, a certified letter should be sent which describes the extent of the student's attendance problem and requiring a parent-student conference.
  - a. Arrange a parent and student meeting to place student on an attendance probation
  - b. Inform the parent and the student that if the student's attendance does not improve and he/she fails his/her classes, that the student may be counseled out of the Genesee Early College program and referred to alternative educational opportunities.

## **Assessments**

Normally, a semester assessment or its equivalent is given in each course at the end of each semester. The assessments are designed to test the cumulative knowledge of the completed course. Assessments are an important part of the learning experience. Each student is expected to complete assessments. Failure to do so may result in an "incomplete," a reduction of the course grade or an E. In addition to course assessments, GEC students are required to take various standardized state and/or national assessments.

## **Dual Enrollment**

Students may enroll in (up to a maximum of) 20 dual-enrolled credits per year at UM-Flint and/or Mott Community College with approval of the GEC counselor or GEC administrator. Dual enrollment credit



transferability is at the discretion of each post-secondary institution. The number of credits for fall, winter, and spring semesters may not exceed 20 credit hours in a school calendar year without the written permission of the GEC counselor or administrator. Factors that may affect continued GEC student status, the number of dual-enrolled credits a student may enroll in each semester, and subsequently each calendar school year include, but are not limited to:

1. **Previous Academic Performance** – Students who obtain less than a B- in a college or high school course will be directed to enroll in less than the maximum credits allowed to increase his/her opportunity for academic success. Academic success is measured by receiving a grade of B- or better in every high school and college course. Both “I” and “N” grades are considered less than successful academic performance.
2. **Dual-Enrolled Courses Dropped** – Courses dropped after the tenth (10th) day during fall/winter semesters, and courses dropped after five (5) days during the spring semester are included as part of the maximum twenty (20) credit hours offered by Genesee Early College.
3. **Behavior Concerns** – A student whose behavior is questionable and engages in prohibited behavior(s) identified in the GEC Student Handbook will be advised to take fewer credits to prevent the likelihood of such behavior occurring in college courses.
4. **Outstanding Tuition Balance** – A student who has an outstanding tuition balance for college courses will not be allowed to enroll in additional college courses until the obligation has been satisfied. Tuition and associated fee responsibilities are further explained below.

Parents/students will be **required** to pay for tuition, fees, and other associated costs if:

1. The student enrolls in courses and/or credit hours without Genesee Early College counselor or principal written approval.
2. The student enrolls in courses/credit hours that exceed the maximum twenty (20) credit hours allowed by Genesee Early College during any combination of fall, winter, and/or summer semesters.
3. The student withdraws without GEC counselor or administrator approval. (Section 9B of ACT258 of 2000, MCL 388.1904)

Students who dual enroll in any manner described above must pay tuition, fees, and associated expenses no later than one day before the last drop date (with no charge). Payment must be made by check or money order to Genesee Intermediate School District with GEC in the memo section. Payment not received by the deadline date will result in an administrative drop of the dual-enrolled course(s) in question. An administrative drop of a dual-enrolled course refers to the school administrator or his/her proxy contacting the postsecondary institution's registrar office to dis-enroll the student from a course(s) in which the student did not obtain appropriate permissions (including the necessary signatures) to enroll. **\*Parents/students are responsible for any fees incurred as a result of an administrative drop.** Dropping dual-enrolled courses may lead to enrollment in additional high school courses that fulfill high school graduation requirements, academic enrichment, and full-time student status. An administrative drop of dual-enrolled courses reduces the number of college courses/credit hours a student will be allowed to take in subsequent years.

## **Postsecondary Course Tuition and Fee Agreement**

The Genesee Early College ("GEC"), [Student Name] ("Eligible Student") and [Parent/Guardian Names], his/her parent(s)/guardian(s), agree to the following concerning their respective financial responsibilities for postsecondary Eligible Courses in which the Eligible Student has enrolled through GEC:

### **1. Definitions.**

- A. The terms "Eligible Student," "Eligible Course," "Eligible Charges," and "Eligible Postsecondary Institution," are given the meanings set forth in Section 3 of the Michigan Postsecondary Enrollment Options Act, MCL 388.513.
- B. "Lower division course" means any courses taken by an Eligible Student having freshman or sophomore class standing at an Eligible Postsecondary Institution.

- 2. Purpose.** As authorized by the Postsecondary Enrollment Options Act, MCL 388.511, et seq., and Section 21b of the State School Aid Act, MCL 388.1621b, GEC and the Eligible Student and his or her parents or guardians shall, through this Agreement, apportion financial responsibility for the Eligible Student's enrollment in Eligible Courses through designated Eligible Postsecondary Institutions.
- 3. Payment by GUSD (Genesee Intermediate School District) of Eligible Charges.** The GEC shall pay on behalf of the Eligible Student tuition and mandatory course fees, material fees, registration fees, and late fees attributable to GEC ("Eligible Costs") required by an Eligible Postsecondary Institution for enrollment in authorized Eligible Courses. Charges relating to transportation, parking, or activity fees are the responsibility of the Eligible Student or his or her parents or guardians. Each participating Eligible Postsecondary Institution establishes tuition, fees, and related charges.
- 4. Limitation upon Payment of Eligible Charges.** GEC's responsibility for payment of Eligible Charges is limited to the greater of: (a) the Eligible Charges for up to twenty (20) allowable credit hours of lower division course work taken per academic year at an Eligible Postsecondary Institution, or (b) the state portion of the foundation allowance attributable to the Eligible Student, prorated to the percentage of the school year that the Eligible Student attends an Eligible Postsecondary Institution. The Eligible Student or his/her parents or guardians shall be responsible for all Eligible Charges in excess of that amount, and for all other charges.
- 5. Course Credit and Academic Restriction.** The Eligible Student may be granted high school credit by attaining course credit from an Eligible Postsecondary Institution. Eligible Students who do not earn at least a B- in all courses taken at an Eligible Postsecondary Institution or otherwise, are placed on academic restriction. Eligible Students placed on academic restriction are responsible for paying tuition, costs, and fees for future Eligible Postsecondary Institution credits in excess of those recommended by GEC, until such time as they are removed from academic restriction.
- 6. Payment Responsibility for Excess Postsecondary Courses.** Eligible Students or their parents or guardians are responsible for all Eligible Charges associated with any Eligible Postsecondary Institution courses taken which would, upon successful completion, cause the Eligible Student to be awarded more than the 20 allowable credit hours per academic year.
- 7. Payment Responsibility for Summer Postsecondary Course Costs.** Any costs associated with enrollment in any summer postsecondary course, at an Eligible Postsecondary Institution or elsewhere, shall be the sole responsibility of the Eligible Student or his/her parents or guardians.
- 8. Non-Payment Penalty.** Unless other arrangements are made in writing and signed by the parties, non-payment of Eligible Costs and other costs owed by the Eligible Student or his/her parents or guardians will result in the Eligible Student being prohibited from enrolling in any Eligible Courses until the first available registration period following the time at which the sums owed are paid.
- 9. Duration of Agreement.** This Agreement shall be in effect from the date of its full execution until the Eligible Student graduates or otherwise withdraws from GEC.

- 10. Remedies Not Exclusive.** It is agreed that all the rights, remedies, and benefits provided by this Agreement are cumulative and are not exclusive of any other rights, remedies, and benefits allowed by law.
- 11. Severability.** If any provision of this Agreement is determined invalid by a court of competent jurisdiction, the remainder of this Agreement shall remain in effect.
- 12. Entire Agreement.** This Agreement represents a full and complete understanding of the Parties with respect to payment of tuition, fees, and other Eligible Costs during the Eligible Student's enrollment at GEC and may be modified only by a written agreement signed by the student, his or her parents or guardians, and an authorized GEC representative.

**GENESEE EARLY COLLEGE**

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
Its: \_\_\_\_\_

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
Its: \_\_\_\_\_

**ELIGIBLE STUDENT**

Dated: \_\_\_\_\_ Signature \_\_\_\_\_

**ELIGIBLE STUDENT'S PARENT(S)/GUARDIAN(S)**

Dated: \_\_\_\_\_ Signature \_\_\_\_\_

Dated: \_\_\_\_\_ Signature \_\_\_\_\_

## **RIGHTS AND RESPONSIBILITIES**

### **Speech**

Every student has the right to express their opinion either verbally or symbolically as long as it does not cause a material and substantial disruption. Schools inculcate habits and manners of civility. It is a highly appropriate function of a public-school education to prohibit the use of vulgar and offensive terms in public discourse. Speech that undermines schools' basic educational mission may be subject to discipline.

### **Press**

**School-Sponsored Publications:** Journalism provides many learning experiences. In a school community, students involved in student publications shall convey information with accuracy and insight in such a manner that truth shall remain predominant. Such publications shall operate under the concept of the First Amendment, which guarantees freedom of the press. The responsibility and authority for decisions based on the standards mentioned above are vested with the principal or designee. **Non-School-Sponsored Publications:** Students who edit, publish and/or wish to distribute non-school-publications (handwritten, printed, or duplicated matter) among their fellow students within the school must assume responsibility for the content of such publication and may be restricted as to the time and place of distribution or may be prohibited from distribution if the principal determines that the material is libelous or obscene according to current legal definition, or would threaten to disrupt the educational process.

The display or distribution of certain written materials which subject a student to discipline include, but are not limited to, materials determined as:

1. causing a material and substantial interference to the educational environment.
2. obscene or containing indecent or vulgar language.
3. defamatory or libelous.
4. invading the privacy of another person.
5. offensive, discriminatory or harassing to a person's race, religion, ethnicity, gender, sexual orientation or gender identity, handicap, national origin, or other protected class under federal or state law
6. encouraging illegal activity or violation of school rules.

### **Assembly**

Students have the right to assemble peacefully. There is an appropriate time and place for the expression of opinions and beliefs. Conducting and/or participating in demonstrations which would materially and substantially disrupt schoolwork or discipline. Behavior that results in the disruption of the educational process, includes unauthorized protest, or violates any of the previously mentioned standards may result in disciplinary action by Genesee Early College.

### **Personal Appearance**

Students have the right to determine their pattern of dress and grooming provided that such dress and grooming do not interfere with the health and safety of themselves or others and do not interfere with the educational process of the school.

### **Student Activities**

Students have the right to participate in school activities regardless of race, sex, color, creed, religion, or national origin.

Students may not be denied participation in any activity for any reason other than those established by state, county, and school eligibility requirements legitimately related to the purpose of the activity.

### **Acceptable Use Policy**

Students will be required to sign an AUP (ACCEPTABLE USE POLICY) annually. The AUP governs the acceptable use of networks, computers, internet services and any electronic devices owned or operated by the GISD or GEC.

### **Privacy-Student Records**

It is the responsibility of the school to protect the student's privacy. Disclosure of information from student permanent records should serve legitimate and educational needs. Access to permanent student records is available, in consultation with school officials, to authorized school personnel, to the student's parent or legal guardian, to eligible students, and to the students who have reached the age of majority. Access to transcripts of permanent student records may be available to persons or agencies outside the school with consent of the students, if of legal age, or with the consent of parents or legal guardian or by court order of subpoena. Student records will be compiled, preserved, and accessed in conformity to state and federal statutes.

### **Privacy-Age of Majority**

The Board of Education recognizes when a student reaches the age of majority (18 years) or is declared an emancipated minor by a court of competent jurisdiction, that student is afforded all the rights and privileges of adulthood. When a student with a disability reaches the age of majority, rights of the parent transfer to the student unless the student has been determined to be incompetent under state law or has been determined not to have the ability to provide informed consent with respect to his/her educational program. However, all school rules still apply. The Michigan Department of Education has stated that rules may be made by the state, local boards of education, teachers, and principals, and those rules may be enforced reasonably against all who are in the school setting, regardless of age. Those rules may be relative to anything necessary for the proper establishment, maintenance, management, and carrying on of the public schools, including rules about student

conduct. A student attending school, regardless of age, is covered by Board policy which is published on the ISD's website. Eighteen-year-old students may also represent themselves during disciplinary conferences and be in receipt of their own grade reports. To excuse absences, sign permission slips, etc.; students must complete an "Age of Majority" form found in the office. The Michigan compulsory attendance age is 18.

### **Student Property**

A student's personal property is his/her own. Students are, however, discouraged from bringing to school valuable items such as jewelry and other items, which could be stolen, damaged or prove disruptive to others. If valuable personal property is brought to school, the student is responsible for its safe keeping. The search of student property is outlined in the GISD's search and seizure policy, and references made in this document under search and seizure. Rights carry with them certain responsibilities which must be shared by the student, parents, teachers, administrators, and the Board of Education. Expectations for students and adults meet the highest expectations to act and behave responsibly and respectfully. The primary responsibilities of each group are listed below:

### **Responsibilities of Student**

- A. Attend school regularly, on time, prepared to learn to the best of their ability.
- B. Respect the rights and feelings of others.
- C. Respect the property of others, including school property for which parents have paid through taxes.
- D. Follow the requests, instructions, and directions of school personnel and to contribute at all times to the peace and tranquility of the school.
- E. Communicate ideas for improvement of the school through representative student government and appropriate staff.

### **Responsibilities of Parent/Guardians**

- A. Assist your child in attending school regularly and on time.
- B. Provide for your child's health, personal cleanliness, acceptable grooming, and suitable dress.
- C. Listen to, consult with, understand, and trust your child.
- D. Work with school personnel and community groups to communicate concerns which may interfere with a child's education.
- E. Teach your child to respect lawful procedures and the rights of others.
- F. Encourage, be responsible for, and insistent upon your child's understanding and development of self-reliance and independence.

### **Responsibilities of Staff**

- A. Know and enforce consistently and fairly the rules of the individual school and the policies of the school district.
- B. Respect the individuality of students.
- C. Assist students in becoming self-reliant and independent.
- D. Work with parents, students, and school staff to provide for positive change.
- E. Notify parents when a student may be failing the course i.e., progress reports, parent conferences, report cards and telephone calls.

### **Responsibilities of Board of Education**

- A. Hold the Genesee Intermediate School District Superintendent and the school employees responsible for the fair and consistent application of policies of the Board of Education.
- B. Work to adopt clear, understandable policies that enforce the goals of the school system, and
- C. Maintain open communication with all segments of the community to foster attainment of the best possible educational environment.
- D. Adopt policies that clearly promote and provide for a safe and orderly school environment.

The Genesee Early College handbook, once approved by the GISD Board of Education, becomes GISD Board Policy.

## **STUDENT RECORDS**

### **Annual Notification of Rights and Designation of Directory Information**

Each year the GISD is required to give notice of the various rights afforded to parents or students pursuant to the Family Educational Rights and Privacy Act ("FERPA") and Section 1136 of Michigan's Revised School Code. The term "eligible student" refers to a student who is "emancipated," eighteen (18) years of age or older or attending a post-secondary institution. "Emancipation" is defined under MCL 722.1 as "the termination of rights of the parents to the custody, control, services and earnings of the minor. In accordance with FERPA and state law, you are notified of the following:

1. RIGHT TO INSPECT: You have the right to inspect and review your education records maintained by or at the Genesee Early College within 45 days of the day the school receives a request for access.

Parents or eligible students should submit to the school principal a written request that identifies the record(s) they wish to inspect. The school official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2. **RIGHT TO REQUEST INFORMATION:** You have the right to request in writing the following information:
  - a. Student record information disclosed to any person, agency, or organization.
  - b. The name and contact information of each person, agency, or organization to which the information has been disclosed; and
  - c. The legitimate reason that the person, agency, or organization had for obtaining the information.

GISD is not required to report student information that is disclosed in certain circumstances, outlined in Section 1136(3) of the Revised School Code.

3. **RIGHT TO REQUEST AMENDMENT:** You have the right to seek to have corrected any parts of an education record, which you believe to be inaccurate, misleading, or otherwise in violation of your student's privacy. Parents or eligible students who wish to ask the school to amend a record should write the school principal, clearly identify the part of the record they want amended, and specify why it is inaccurate, misleading, or a privacy violation. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing. If no change is made to the education record after the hearing, you have a right to place a written statement in the record.
4. **RIGHT TO PREVENT DISCLOSURES:** You have the right to prevent disclosure of education records to third parties including recruiters of the U.S. Armed Forces with certain limited exceptions. It is the intent of the Board of Education to limit the disclosure of information contained in your education records to those instances when prior written consent has been given to the disclosure, as an item of directory information of which you have not refused to permit disclosure, or under the provisions of FERPA or Section 1136 of the Revised School Code which allow disclosure without prior written consent. One such exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the Board as an administrator, supervisor, teacher/instructor (including substitutes), or support staff member (including health or medical staff and law enforcement unit personnel); and a person serving on the Board. The Board further designates the following individuals and entities as "school officials" for the purpose of FERPA; persons or companies with whom the Board has contracted to perform a specific task (such as an attorney, auditor, insurance representative, or medical consultant), contractors, consultants, volunteers or other parties to whom the Board has outsourced a service or function otherwise performed by the Board employees (e.g. a therapist, authorized information technology (IT (Information Technology)) staff and approved online educational service providers).

A 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. Upon request, the school discloses education records without consent to officials of another school district in which a student seeks or intends to enroll. FERPA permits schools to comply with court orders addressing child abuse, neglect, or dependency matters without attempting to first notify parent of student.



Genesee Early College  
2023-2024 STUDENT HANDBOOK

1. **RIGHT TO COMPLAIN:** You have the right to file a complaint with the United States Department of Education concerning the alleged failure of the Genesee Early College to comply with FERPA. The Family Policy Compliance Office in the U.S. Department of Education administers both FERPA and PPRA. Parents and/or eligible students who believe their rights have been violated may file a complaint with:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue SW  
Washington, DC 20202- 4605  
[www.ed.gov/offices/OM/fpc](http://www.ed.gov/offices/OM/fpc)

2. **RIGHT TO OBTAIN POLICY:** You have the right to obtain a copy of the policy adopted by the Board of Education in compliance with FERPA. A copy may be obtained in person or by mail from:

Office of the Superintendent  
Genesee Intermediate School District  
2413 W. Maple Avenue  
Flint, Michigan 48507-3493  
or on the website at [www.geneseeis.org](http://www.geneseeis.org)

3. **RIGHT TO OBJECT TO RELEASE OF DIRECTORY INFORMATION:** Generally, school officials must have written permission from the parent of a student or an eligible student before releasing any information from a student's record. However, FERPA allows school districts to disclose, without consent, "directory" information. The Board of Education has designated the following personally identifiable information contained in a student's education record as "directory information":

- a student's name.
- participation in officially recognized activities and sports.

The Superintendent or designee will also develop a list of uses for which the GISD commonly would disclose a student's directory information and develop an opt-out form that lists all of the uses or instances and allows a parent or legal guardian to elect not to have their child's directory information disclosed for one (1) or more of these uses. A parent or eligible student may also elect, through the GISD opt-out form, to prevent disclosure of any directory information.

Each student's parent or legal guardian will be provided with the opt-out form within the first thirty (30) days of the school year. The form shall also be provided to a parent or legal guardian at other times upon request.

If an opt-out form is signed and submitted to the GISD by a student's parent/guardian, the GISD will not include the student's directory information in any of the opted-out uses as identified on the signed and submitted opt-out form. A student who is at least age eighteen (18) or is an emancipated minor may act on their own behalf as to the opt-out form.

### **Address Confidentiality Program Act**

Parents or legal guardians of students who provided the District with notice that s/he/they have received a participation card issued by the attorney general under the address confidentiality program act, the District shall not disclose the confidential address of the student, regardless of any other provision of this guideline. the act shall disclose the confidential address of the,

### **Armed Forces Recruiting**

The Board shall provide United States Armed Forces recruiters with at least the same access to the high school campus and to student directory information as is provided to other entities offering educational or employment opportunities to those students. “Armed forces of the United States” means the armed forces of the United States and their reserve components and the United States Coast Guard.

If a student or parent/guardian submits a signed, written request to the GISD that states that the student or parent /guardian does not want the student’s directory information to be accessible to official recruiting representatives, then the GISD officials shall not allow access to the student’s directory information.

### **Genesee Intermediate School District (GISD) Notification of Rights Under the Protection of Pupil Rights Amendment (PPRA)**

PPRA affords parents of elementary and secondary students certain rights regarding the conduct of surveys, collection, and use of information for marketing purposes, and certain physical exams. These include, but are not limited to, the right to:

· Consent before students are required to submit to a survey that concerns one or more of the following protected areas (“protected information survey”) if the survey is funded in whole or in part by a program of the U.S. Department of Education (ED)–

1. Political affiliations or beliefs of the student or student’s parent;
2. Mental or psychological problems of the student or student’s family;
3. Sex behavior or attitudes;
4. Illegal, anti-social, self-incriminating, or demeaning behavior;
5. Critical appraisals of others with whom respondents have close family relationships;
6. Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
7. Religious practices, affiliations, or beliefs of the student or student’s parent; or
8. Income, other than as required by law to determine program eligibility.

·Receive notice and an opportunity to opt a student out of –

1. Any other protected information survey, regardless of funding;

2. Any non-emergency, invasive physical exam or screening required as a condition of attendance, administered by the school or safety of a student, except for hearing, vision, or scoliosis screenings, or any physical exam or screening permitted or required under State law; and
3. Activities involving collection, disclosure, or use of personal information collected from students for marketing or to sell or otherwise distribute the information to others. (This does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions.)

· Inspect, upon request and before administration or use –

1. Protected information surveys of students and surveys created by a third party;
2. Instruments used to collect personal information from students for any of the above marketing, sales, or other distribution purposes; and
3. Instructional material used as part of the educational curriculum.

These rights transfer from the parents to a student who is 18 years old or an emancipated minor under State law.

GISD has developed and adopted policies, in consultation with parents, regarding these rights, as well as arrangements to protect student privacy in the administration of protected information surveys and the collection, disclosure, or use of personal information for marketing, sales, or other distribution purposes. See Board Policy 2416 – Student Privacy and Parental Access to Information. GISD will directly notify parents of these policies at least annually at the start of each school year and after any substantive changes.

GISD will also directly notify, such as through U.S. Mail or email, parents of students who are scheduled to participate in the specific activities or surveys noted below and will provide an opportunity for the parent to opt his or her child out of participation of the specific activity or survey. GISD will make this notification to parents at the beginning of the school year if the District has identified the specific or approximate dates of the activities or surveys at that time. For surveys and activities scheduled after the school year starts, parents will be provided reasonable notification of the planned activities and surveys listed below and be provided an opportunity to opt their child out of such activities and surveys. Parents will also be provided an opportunity to review any pertinent surveys. Following is a list of the specific activities and surveys covered under this direct notification requirement:

- Collection, disclosure, or use of personal information collected from students for marketing, sales, or other distribution.
- Administration of any protected information survey not funded in whole or in part by ED.
- Any non-emergency, invasive physical examination or screening as described above.

Parents who believe their rights have been violated may file a complaint with:

Student Privacy Policy Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202

## **STUDENT SAFETY AND HEALTH**

### **Epinephrine Auto-Injectors (Epi-pens)**

GISD maintains at least two epinephrine auto-injectors, commonly known as “epi-pens,” in each school building. Trained staff will administer an epinephrine auto-injector to any individual on school grounds believed to be having an anaphylactic reaction. If administered to a student, the parent/legal guardian will be notified.

### **Concussions**

To provide for the safety of students, all applicable programs of the GISD shall comply either with the concussion protocols of the Michigan High School Athletic Association, or the protocols set forth by the CDC (Centers for Disease Control), which shall meet all the requirements of State Law and Department of Community Health guidelines regarding concussion awareness training and protection for youth. The GISD shall comply with whichever standards are more protective.

### **Use of Medication**

Prescribed medications are prohibited on the campus without prior authorization. Before any prescribed medication or treatment may be administered to any student during school hours, the District shall require the written prescription from the student’s health care provider accompanied by the written authorization of the parent/legal guardian. Both must authorize any self-medication by the student.

A “Medication Consent Form” must be obtained from the office, completed by the parent/guardian, endorsed by the physician, and kept on file in the office. Medications must be administered by one (1) adult in the presence of a second adult, except where the individual administering the medication is a licensed nurse (as described in the Michigan Revised School Code, R.C. 380.1178), or when an emergency threatens the life or health of the student.

Students may possess and self-administer a metered-dose or dry powder inhaler for relief of asthma, or before exercise to prevent onset of asthma symptoms, while at school, on school-sponsored transportation, or at any school-sponsored activity in accord with the District's guidelines, if the following conditions are met:

- A. there is written approval from the student’s physician or other health care provider and the student or parent/guardian (if student is under eighteen (18)) to possess and use the epinephrine auto-injector and.
- B. the building administrator has received a copy of the written approvals from the health care provider and the parent/guardian and;

- C. written emergency care plan prepared by a health care provider with the student and their parent/guardian is on file at the student's school. Such plan shall contain specific instructions on the student's needs including what to do in the event of an emergency.

Students with a need for emergency medication may also be allowed to self-possess and self-administer such medication, provided that they meet the same conditions established above. Students who are prescribed epinephrine to treat anaphylaxis shall be allowed to self-possess and administer the medication if they meet the conditions stated above.

No student is allowed to provide or sell any type of over-the-counter medication to another student. Violations of this rule will be considered violations of Policy 5530 - Drug Prevention and of the Student Discipline Code/Code of Conduct.

Before any non-prescribed medication or treatment may be administered, the District shall require the prior written consent of the parent/legal guardian along with authorization for any self-medication by his/her student. Administration of all forms of medication shall be administered by the District, in accordance with the District's guidelines.

Students shall be permitted to possess and self-administer U.S. Food and Drug Administration (FDA) approved, over-the-counter topical products while on school property or at a school-sponsored event provided the student has submitted prior written approval of student's parent/guardian to the Principal or designee of the student's school.

### **Student Illness**

When students become ill during the school day, they should report to the Main Office so that parents/guardians may be contacted. Students will be given permission to go home only after parents/guardians have been contacted. In the event that a parent/guardian cannot be contacted, a person listed on the Emergency Form will be contacted. If a parent approved adult cannot be contacted, the student will remain in the Main Office. If the illness appears severe, paramedics will be called and the student will be taken to the hospital that has been listed on the Emergency Form.

### **Emergency Information**

All students are required to have current medical emergency information on file at all times. Students who do not have current information on file will not be allowed to enroll in any classes until the information is available. Emergency information is updated yearly; however, if any information such as doctor's name, address and phone number or the student's phone number or parent/guardian status change, the parent/guardian is responsible for notifying the office.

### **Illness and Injury**

In case of illness and injury, parents must keep their child's school informed with emergency phone numbers and any changes that might occur. The school nurse will notify the parent/guardian of any illness or injury that occurs at school.

## **COVID – 19**

Parents must notify the school if their child has any serious communicable disease: COVID-19, Hepatitis B, AIDS (Acquired Immune Deficiency Syndrome), ARC (Aids Related Complex), herpes, or other like diseases that may present potentially serious health problems for those who come in contact with the disease or the disease carrier.

GISD will adhere to current guidelines and/or recommendations from the Centers for Disease Control and Prevention (CDC), the Michigan Department of Health and Human Services, and/or the local health department or any other governing orders when determining when it is safe for a staff/student to return to work/school after displaying symptoms of COVID-19, testing positive for COVID-19, or coming into close contact with someone with a confirmed case of COVID-19 or who is displaying one or more of the principal symptoms of COVID-19.

## **ENFORCEMENT OF RIGHTS, RESPONSIBILITIES & RULES**

### **Discipline**

In accordance with the provisions of law, the Board of Education approves the following administrative procedures when a student's behavior interferes with their own educational opportunity or that of others, or with the safe orderly conduct of school activities.

Each prohibited act listed here sets forth the discipline that may be imposed for a violation. The discipline for violating some prohibited acts ranges from administrative intervention to expulsion; for other prohibited acts, the penalty ranges from suspension to expulsion; and, for violation of the most serious prohibited acts, the penalty is expulsion. In cases where the stated penalty is not expulsion, but is set forth in terms of a range, the actual penalty imposed will depend on the student's age, disciplinary history, whether the student is a student with a disability, the seriousness of the behavior, the recommendation of school personnel, the particular facts involved, and all other relevant circumstances. Restorative practices will also be considered as an addition or alternative to discipline.

The method of discipline used is at the discretion of school staff following guidelines of this student handbook. The disciplinary measure selected should be the least severe and most constructive possible for the circumstances. The prohibited acts and penalties in this student handbook are applicable when a student:

1. Engages in a prohibited act on any premises or property owned, leased, or used by GISD;
2. Engages in a prohibited act in a motor vehicle owned or leased by GISD or being used for a school business-related purpose;
3. Engages in a prohibited act at a school-related activity, function, or event;
4. Engages in a prohibited act en route to or from GISD or a GISD-related activity, function, or event;
5. Engages in prohibited act that has a sufficient nexus to or with GISD, GISD personnel or students, or GISD property or adversely affects the educational environment.

### **Definitions of Discipline and Interventions**

1. **Administrative Intervention:** Disciplinary action that does not result in a student being suspended, expelled, or closing of program. For example, administrative intervention includes but is not limited to measures such as: restorative practices, the removal of a student from a class period; a reprimand; additional classroom assignments; revocation of the privilege of attending non-classroom functions, activities, and/or events.
2. **Suspension:** Removal of a student from a GISD program for disciplinary reasons for a specific period of time that is less than sixty (60) school days. Students with disabilities who are removed for more than 10 consecutive school days, or whose removals from school constitute a change of placement, will be entitled to a manifestation determination review (MDR). Students with disabilities may be entitled to the provision of appropriate educational services during the time of the suspension, as determined by the IEP Team.
3. **Expulsion:** Any removal of a student from a GISD program for disciplinary reasons for 60 or more school days will be deemed an "expulsion." Students with disabilities who are disciplined for more than 10 consecutive school days, or whose removals from school constitute a change of placement, will be entitled to a manifestation determination review (MDR). Students with disabilities may be entitled to the provision of appropriate educational services during the time of expulsion, as determined by the IEP Team.
4. **Closing of Program:** Lack of academic progress may result in the student's ineligibility to continue enrollment in the Genesee Early College Program. The ineligibility to continue enrollment in this program is considered the "closing" of the program to the student. The process of closing a student's program will be consistent with the procedures set forth in Board Policy 5610 and Administrative Guideline 5610.

If a student's program has been closed, the student may petition for reinstatement pursuant to Board Policy 5610 and Administrative Guideline 5610.

5. **Positive Behavioral Interventions and Supports:** Positive Behavioral Interventions and Supports (PBIS) are a broad range of systematic and individualized strategies for achieving important social and learning outcomes while preventing problem behavior with all students. The emphasis is on a school-wide system of support that includes proactive strategies for defining, teaching, and supporting appropriate student behaviors to create positive school environments. Restorative practices shall be considered as a strategy to support student behavior.
6. **Bus/Transportation Suspension or Expulsion:** Suspension or expulsion of student from bus based on student's conduct on bus.

The precise discipline to be imposed may vary in type or length depending upon the seriousness of the misconduct, consideration of the restorative practices, and the cumulative effect of the misconduct.

**Consideration of Individual Factors.** Before a student is removed from a GISD program for any period of time (including suspension or closing of program), administrators will consider:

1. The student's age;
2. The student's disciplinary history;
3. Whether the student is a student with a disability;
4. The seriousness of the violation or behavior committed by the student;
5. Whether the violation or behavior committed by the student threatened the safety of any student or staff member;
6. Whether restorative practices will be used to address the violation or behavior committed by the student; and
7. Whether a lesser intervention would properly address the violation or behavior committed by the student.

**Restorative Practices.** Consistent with Michigan law, MCL 380.1310d, in each case, GISD will consider restorative practices as an addition or alternative to suspension or closing of classes. Restorative practices are practices that emphasize repairing the harm of the victim and the GEC community of a student's misconduct or other behavior. Restorative practices may be considered and implemented by a restorative practices team. The restorative practices team may be constituted and act in the manner described in Section 1310c(2) of the Revised School Code or in a similar manner, depending on the circumstances as a whole in the sole discretion of the Superintendent. Restorative practices should be the first consideration to remediate offenses such as interpersonal conflicts, verbal and physical conflicts, theft, damage to property, class disruption and harassment, bullying and cyberbullying.

### **Criminal Acts**

The following activities are among those defined as criminal under laws of the state of Michigan and may not be all-inclusive:

- 1 Arson
- 2 Assault
- 3 Battery
- 4 Burglary
- 5 Explosives to include fireworks, smoke bombs, or other incendiary devices
- 6 Extortion, blackmail or coercion
- 7 Possession or use of firearms or weapons, including look a-likes
- 8 Larceny
- 9 Malicious mischief, destruction of property, vandalism, and/or pranks
- 10 Robbery
- 11 Sale, use, or possession of alcoholic beverages or controlled substances including look-a-likes
- 12 Breaking and entering
- 13 Trespassing
- 14 Criminal sexual conduct
- 15 Possession or use of noxious gases



The commission of or participation in any criminal acts in school buildings, on school property, or at school-sponsored events is prohibited and may result in disciplinary action up to and including expulsion. Disciplinary action will be taken by the school regardless of whether or not a criminal charge results. The preceding list is not all-inclusive. In addition, a student may be disciplined for commission of or participation in a criminal act that does not occur on school property or at a school-sponsored event, if the student's conduct impacts the normal function of the school or the safe learning environment of students or staff.

## **Prohibited Acts**

### **1. Aiding and Abetting**

A student shall not aid or abet another in the commission of a crime. A student or students having knowledge of weapons, explosives, or violent threats made to the school and does not report what they know to administration will be aiding and abetting.

Penalty – administrative intervention to expulsion.

### **2. Arson**

A student shall not set fire or do any act which results in the starting of a fire, or aid, counsel, induce, persuade, or procure another to do such act or acts. MCL 750.71. Section 1311 of the Michigan School Code permits schools to use discretion over whether or not to suspend or expel a student from all Michigan public schools for an act of arson.

Penalty – administrative intervention to closing of program. If committed in a GISD building or on GISD grounds, the penalty shall be expulsion to expulsion.

### **3. Assault**

A student shall not physically assault, cause, or behave in such a way as to cause or threaten to cause physical injury to GISD personnel (including guest teachers and student teachers), students, volunteers, chaperones, or other persons. Under this policy a student shall not make any threats, which includes any statement or act, oral or written, which can reasonably be expected to induce in another person(s) apprehension of danger of bodily injury or harm. Bomb threats and similar threats directed at a school building, school property, or a school-related event are considered threats.

Penalty – administrative intervention to expulsion.

### **4. Bullying**

Bullying or other aggressive behavior, including cyberbullying, toward a student, whether by students, staff, or third parties, including Board members, parents, guests, contractors, vendors, and volunteers, is strictly prohibited. This prohibition includes physical, verbal, and psychological abuse, including hazing, gestures, comments, threats, or actions to a student which cause or threaten to cause bodily harm, reasonable fear for personal safety, or personal degradation.

“Bullying” under this policy means any written, verbal, or physical acts, including cyberbullying, that, without regard to its subject matter or motivating animus, is intended or that a reasonable person would know is likely to harm one (1) or more students either directly or indirectly by doing any of the following:

- Substantially interfering with educational opportunities, benefits, or programs of one (1) or more students;

- Adversely affecting the ability of a student to participate in or benefit from GISD's educational programs or activities by placing the student in reasonable fear of physical harm or by causing substantial emotional distress;
- Having an actual and substantial detrimental effect on a student's physical or mental health; and/or
- Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

"Cyberbullying" under this policy means any electronic communication, including, but not limited to, electronically transmitted acts, such as internet, telephone or cell phone, personal digital assistant (PDA), or wireless handheld device that is intended or that a reasonable person would know if likely to harm one (1) or more students either directly or indirectly by doing any of the four items listed above.

This policy applies to all "at-school" activities in GISD, including activities on school property, in a school vehicle, and those occurring off school property if the student or employee is at any school-sponsored, school-approved, or school-related activity or function, such as field trips or athletic events where students are under the school's control, or where an employee is engaged in school business. Misconduct occurring outside of school may also be disciplined if it interferes with the school environment.

Any student who believes they are the victim of bullying by another student should immediately report the situation to the principal or designee. The student may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate administrator or Board official.

Any student who believes they are the victim of bullying by an adult must report the situation to the principal or designee and GISD compliance officer. Complaints against the building principal should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board President.

A student may also submit a report or complaint to any of the above designated individuals through email, voicemail, regular mail, or by leaving a sealed note addressed to the individual at that person's office or desk. The student may submit a report or complaint anonymously, but this may affect the ability to fully investigate the matter, when the complaining student is not available to provide additional information during the course of the investigation. The identify of a student who reports bullying, hazing, or aggressive behavior, as well as those students who provide information during an investigation will remain confidential to the extent possible and allowable by law.

Upon receipt of a complaint of bullying GISD shall conduct a prompt investigation. The building principal or designee will be responsible for conducting and documenting the investigation. If, during the investigation, the principal or designee determines that the reported misconduct may have created a hostile learning environment or may have constituted unlawful discriminatory harassment based on a Protected Class, the principal or designee will report the suspected harassment to one of the Anti-Harassment Compliance officers so that it may be investigated in accordance with the procedures set forth in Policy 5517 – Anti-Harassment.

Retaliation or false allegations against any person who reports, is thought to have reported, files a complaint, participates in an investigation or inquiry concerning allegations of bullying, aggressive behavior, hazing, or unlawful harassment, or is the target of the bullying or aggressive behavior being investigated, is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy, independent of whether a complaint of bullying, aggressive behavior, hazing, or unlawful harassment is substantiated. Suspected retaliation should be reported in the same manner as bullying/aggressive behavior. Making intentionally false reports about bullying, aggressive behavior, hazing, or unlawful harassment is similarly prohibited and will not be tolerated.

GISD Board Policy 5517.01 provides more information and this handbook shall serve as notice of the Board's policy and compliance with PA 241 of 2011.

The Board designates the following individuals to serve as "Anti-Harassment Compliance Officers".

Executive Director of Human Resources  
Genesee Intermediate School District  
810-591-4591  
2413 W. Maple Ave.  
Flint, MI 48507

Deputy Superintendent  
Genesee Intermediate School District  
810-591-4528  
2413 W. Maple Ave.  
Flint, MI 48507

Penalty – administrative intervention to expulsion.

#### **5. Chemical Substance**

A student shall not possess, transfer, or use any chemical ejecting device, caustic or noxious substance capable of rendering a person unconscious temporarily or causing temporary or permanent injury.

Penalty – administrative intervention to expulsion.

#### **6. Closed Campus**

A student shall not leave school premises without authorization during the student's scheduled class hours and/or lunch hours.

Penalty – administrative intervention to expulsion.

#### **7. Continued Class Disruption**

A student shall not engage in conduct which disrupts the educational process of other students in the classroom.

Penalty – administrative intervention to expulsion.

#### **8. Disrespect**

A student shall not insult, call derogatory names, dishonor, or in other manner abuse verbally or in writing any other student or staff.

Penalty – administrative intervention to expulsion.

#### **9. Disruption of the Education Process**

A student shall not engage in behavior which seriously disrupts any school activity or the orderly and safe operation of GEC. This includes behavior or communication that occurs outside of school.

Penalty – administrative intervention to expulsion.

#### **10. Extortion, Strong Arm, Coercion**

A student shall not secure or attempt to secure money or other items of value by use of threats, implied threats of violence, or the act of threats of violence to force another person to do an unwilling act.

Penalty – administrative intervention to expulsion.

#### **11. False Alarms**

A student shall not initiate a fire alarm or initiate a report warning of a fire or an impending bombing or other catastrophe without just cause.

Penalty – administrative intervention to expulsion.

#### **12. False Reports**

A student shall not falsely report incidents, make false accusations, or give false testimony to school personnel which would affect the welfare of others.

Penalty – administrative intervention to expulsion.

#### **13. Fighting**

A student shall not display hostile bodily contact in or on school property, or going to or from school, including any activity under school sponsorship (e.g., dance, athletic event, etc.). The issue of self-defense, if involved, must be proven by the student accused.

Penalty – administrative intervention to expulsion.

#### **14. Fireworks or Explosives**

A student shall not possess, use, or threaten to use any incendiary devices (including matches and lighters), fireworks, explosives, or other such instruments capable of inflicting bodily injury.

Penalty – administrative intervention to expulsion.

#### **15. Gambling**

A student shall not gamble for money or valuables.

Penalty – administrative intervention to expulsion.

#### **Unlawful Harassment**

A student shall not engage in any threatening, insulting, or dehumanizing gesture, use of technology, or written, verbal, or physical conduct directed against a student or school employee, which is based on a Protected Class as defined in Policy 5517, that:

- Places a student or staff in reasonable fear of harm to the person or damage to property;
- Has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or an employee's work performance; or
- Has the effect of substantially disrupting the orderly operation of a school.

More details on GISD's Policy 5517 on unlawful harassment can be found at [www.geneseeisd.org](http://www.geneseeisd.org).

Penalty – administrative intervention to expulsion.

#### **16. Hazing**

A student shall not engage in the hazing of another student. "Hazing" is "an intentional, knowing or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization.

Penalty – administrative intervention to expulsion.

**17. Inciting Others to Violence or Disobedience**

A student shall not encourage others by words, acts, deeds, demonstrations, or protests which disrupt the normal educational process of the school.

Penalty – administrative intervention to expulsion.

**18. Indecency in Behavior**

A student shall not engage in conduct that is contrary to the commonly recognized standards of propriety, health, or safety, including behavior which reflects obscene or vulgar actions or content.

Penalty – administrative intervention to expulsion.

**19. Insubordination**

A student shall not willfully fail to respond or carry out a request by authorized GCI personnel.

Penalty – administrative intervention to expulsion.

**20. Littering**

A student shall not litter on school property or on private property when going to and from school.

Penalty – administrative intervention to expulsion.

**21. Loitering**

A student shall not be in or about any school building, or in any specifically restricted area of a school building at unauthorized times or without specific authorization from the school's personnel.

Penalty – administrative intervention to expulsion.

**22. Obscenity**

A student shall not use obscene or profane language in verbal or written form or in pictures, caricatures, or obscene gestures on any school property.

Penalty – administrative intervention to expulsion.

**23. Persistent Disobedience**

A student who engages in repeated misconduct or violation of rules shall be subject to discipline.

Consistent violations of school rules and regulations; repeated involvement in behavior that disrupts the educational process of other students.

Penalty – administrative intervention to expulsion.

## **24. Plagiarism/Cheating**

A student shall not engage in academic cheating or plagiarism. Cheating includes, but is not limited to, the actual giving or receiving of any unauthorized aid or assistance or the actual giving or receiving of unfair advantage on any form of academic work. Plagiarism includes, but is not limited to, copying of language, structure, idea, and/or thought of another and representing it as one's own original work. Other violations of academic integrity include lying; using or providing unauthorized materials in preparation for an assignment, project, test, quiz; or using or providing unauthorized materials during an exam, test, or quiz, and other acts, such as the theft or falsification of records and files.

Penalty – GEC considers cheating and plagiarism to be serious offenses. At the first offense, a student will be disciplined with a loss or reduction of credit on the assignment by the instructor and administrator. Continuing offenses may warrant penalties ranging from administrative intervention to expulsion.

## **25. Sexual Harassment**

### **A. Non-Title IX Sexual Harassment**

A student shall not engage in unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity.
- Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individuals.
- Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Students and other members of the GISD community are encouraged to promptly report incidents of harassing conduct to a teacher, administrator, supervisor, or other District official so that the Board may address the conduct before it becomes severe, pervasive, or persistent.

Additional information on the Board Policy 5517 prohibiting non-Title IX sexual harassment and outlining grievance procedures may be obtained at [www.geneseeisd.org](http://www.geneseeisd.org).

Penalty – administrative intervention to expulsion.

### **B. Title IX Sexual Harassment**

Sexual Harassment as defined under Title IX is conduct on the basis of sex that satisfies one or more of the following:

- A. Board employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (often called "quid pro quo" harassment);
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)A(v), or "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Additional information on the Board Policy 2266 prohibiting Title IX sexual harassment and Title IX grievance procedures may be obtained at [www.geneseeisd.org](http://www.geneseeisd.org).

Penalty – administrative intervention to expulsion.

### **26. Theft**

A student shall not take or acquire the property of others without their consent.

Penalty – administrative intervention to expulsion.

### **27. Threatening Communication**

A student shall not make any statement or act, oral or written, which can necessarily be expected to induce in another person an apprehension of danger of bodily injury or harm. Threatening communications also include bomb threats (or similar threats) directed at GEC, other GISD property, or a GISD-related event.

Penalty – administrative intervention to expulsion.

### **28. Threatening or Intimidating Acts**

A student shall not engage in the act of verbally or by gesture, threatening the well-being, health, or safety of any person on GISD property or en route to or from school.

Penalty – administrative intervention to expulsion.

### **29. Tobacco/Vaping Products**

A student shall not smoke, use, or possess any tobacco products (including electronic cigarettes and vaping products) or any nicotine delivery system on school property or school activities (including field trips) pursuant to Public Acts of 1993.

Penalty – administrative intervention to expulsion.

### **30. Truancy and Tardiness**

A student shall not have unauthorized absences or lateness to school or class for a specified period of time as outlined in the district's attendance policy.

Penalty – administrative intervention to expulsion.

### **31. Unauthorized Sale, Distribution, and/or Possession**

A student shall not manufacture, distribute, sell, possess, use, or be under the influence of the following substances:

- Alcohol or alcoholic beverages, including “non-alcoholic malt beverages;”
- Illicit drugs;
- Any abusable glue, aerosol, synthetics, or other chemical substance, including, but not limited to, petroleum distillates, lighter fluid, and reproduction fluid for inhalation;
- Any prescription or non-prescription drug, medicine, vitamin, or other chemical including, but not limited to, aspirin, other pain relievers, stimulants, diet pills, multiple or other type vitamins, pep pills, no-doze pills, cough medicines and syrups, cold medicines, laxatives, stomach or digestive remedies, depressants, and sleeping pills not taken in accordance with the school district's authorized use of medication procedures;

- Steroids, human growth hormones, or other performance-enhancing drugs;
- Substances purported to be illegal, abusive, or performance-enhancing, i.e. “look-a-like” drugs.

It shall not be a violation of this policy for a student to use or possess a prescription or patent drug when taken pursuant to a legal prescription issued by a licensed physician for which permission to use in school has been granted pursuant to school district policy. These standards of conduct apply to all students while on school property or in school-sponsored transportation, as well as to all student participants in any school-sponsored activity or function regardless of location, date, or time.

Penalty – administrative intervention to expulsion.

### **32. Unauthorized Video or Audio Recording**

A student shall not videotape students or staff members while on school property or in attendance at school-sponsored or school-related events that the public is not invited, without the prior approval of administration, as it violates the privacy rights of the students unrelated to the visitor. Use of audio or visual equipment to record classroom activities must be preapproved by the building principal and the teacher. Recording of other school activities to which the public is invited will be in accordance with Board Policy 9160 – Public Attendance at School Events.

Penalty – administrative intervention to expulsion.

### **33. Violence**

A student shall not engage in, or attempt to engage in, acts that result in bodily harm to another, damage of property, and/or the necessity to be physically restrained.

Penalty – administrative intervention to expulsion.

### **34. Vandalism**

A student shall not willfully destruct property belonging to others. This shall also prohibit tampering with, and/or causing the discharge of, any sprinkler system or other apparatus installed in a school building for prevention of fire or for the safety of the school population or school property; also included is the placing of graffiti on any school property.

Penalty – administrative intervention to expulsion.

### **35. Weapons (Possession or Use)**

A student shall not possess, use, or threaten to use any weapon or instrument capable of inflicting bodily injury or temporary incapacitation.

Penalty – Expulsion to any student for possessing a firearm in a Weapons Free School Zone.

### **36. Weapons (Look-A-Like)**

A student shall not possess, handle, or transfer any object or instrument that is a “look-a-like” weapon or instrument, i.e., starter pistol, rubber knife, toy gun.

Penalty – administrative intervention to expulsion.

### **37. Wireless Communication Device**



A student shall not possess, transfer, and/or use any wireless communication device, i.e., pocket pager, beeper, and cellular phone, illegally or in a manner inconsistent with school policies.

Penalty – administrative intervention to expulsion.

### **Student Due Process**

A student will not be suspended or removed from a GISD program without due process. Discipline in the form of administrative intervention is solely within the discretion of the building principal or designee. The following due process procedure will be followed when any student is accused of violating a school rule.

1. The student will be informed of the specific charge(s), which could be the basis for disciplinary action to be taken.
2. The student will have the opportunity to respond to the charge(s) and present any relevant information that will support the student's defense.
3. If the proposed exclusion from a GISD program is for a period of more than ten (10) consecutive school days, the student and parent/guardian will have the opportunity for a hearing with the Superintendent or designee.

Before a student is suspended from a GISD program for any period, administrators will consider the individual factors listed in this section and consideration of restorative practices.

A reasonable attempt will be made to notify the student's parent/guardian on the day of the offense. If disciplinary action involves suspension from a GISD program, a letter will be given to the student with an additional copy being sent home via U.S. Mail. The written notice will include a description of the misconduct, a description of the disciplinary action imposed, the length of the suspension, and steps necessary for the student to return to school. In many cases, the parent will be asked to meet with the student's teacher and school staff to plan for the student's return to the school setting and to plan actions that will reduce the likelihood of the misconduct occurring in the future.

If the student subject to suspension is a student with a disability, the Board of Education will abide by Federal and State laws regarding suspension from GEC. When a student with a disability is subject to suspension for more than ten (10) consecutive school days, or where the student has been subjected to a series of disciplinary exclusions that constitute a pattern, a manifestation determination review (MDR) will be convened.

### **Teacher-Imposed Suspensions**

A student may be removed from a class, subject, or activity for up to one (1) day by a teacher for certain conduct. A student so removed may not be allowed to attend other classes taught by other teachers during the term of a one (1) day removal.

At the discretion of the principal or designee, a student who receives a teacher-imposed suspension from a class, subject, or activity may be permitted to attend other classes, subjects, or activities if the student's conduct does not otherwise qualify for a multiple day suspension or program closure in accordance with this handbook.

If the student remains at school, the student shall be appropriately supervised while suspended from the class, subject, or activity.

All teacher-imposed suspensions shall be applied in a manner consistent with GEC student discipline procedures, as well as all federal and state laws for students determined to be eligible for special education programs and services.

### **Short-Term Suspensions**

A short-term suspension is a denial to a student of the right to attend school and to take part in any school function for a period of time up to and including ten (10) school days. The principal or designee may invoke a short-term suspension only after investigating the misconduct following these procedures:

1. The student and parent/guardian will be notified of the charges in writing.
2. The student involved shall have the opportunity to respond to the charges and offer evidence and/or witnesses to provide additional information or evidence on their behalf.
3. A short-term suspension shall be levied solely at the discretion of the building principal or designee based on the findings of the investigation.

Once a principal or designee has determined that a short-term suspension is in order, they shall follow the procedures for implementing a short-term suspension from school.

GEC encourages a student who has been suspended to make up missed class work. Such work may be made up while the student is suspended and must be submitted within two (2) school days from the date of returning to classes, unless otherwise agreed upon by the building principal, the student, and the teacher involved. Some course work that is heavily dependent on class performance and group discussion may be impossible to make up.

### **Long-Term Suspensions**

A long-term suspension is a denial to a student of the right to attend school and to take part in any school function for up to sixty (60) school days. If, after an investigation, the principal or designee decides that a suspension for eleven (11) or more school days is warranted, the student and the parent/guardian shall be notified in writing of:

1. The charges against the student;
2. The recommended disciplinary action;
3. The fact that a hearing will be held before an impartial school employee (i.e., hearing officer);
4. The time, place, location, and procedures to be followed at the hearing;
5. The right to appeal any adverse decision of the hearing officer to the Superintendent.

The written notice will also document the principal or designee's consideration of the individual factors listed above. If the principal or designee decides that the student's presence in school would present a danger to the student or other students, school personnel, or the educational process, the student shall be suspended pending the decision by the hearing officer. If the student would not present a danger, the student may return to school pending the decision of the hearing officer.

If the student is suspended pending a decision of the hearing officer, the Superintendent or designee will appoint the hearing officer and schedule the hearing to commence within ten (10) school days following the initial suspension of the student. The time lines for commencement of the hearing may be extended (up to an additional ten (10) school days) upon the request of the Administrator, student, parent/guardian. If the request for extension is by the Administrator, written consent shall be obtained from the eligible student or parent/guardian.

### **Appeals and Reviews of Suspensions**

Appeals of suspensions are available to the student and parent/guardian of the involved student. Such appeals must, however, follow the steps listed below. Appeals must be in writing and submitted within five (5) school days of the receipt of the letter of suspension and must be directed to the Administrator at the Level specified below. The process is as follows:

- An appeal for a short-term suspension of ten (10) days or less shall constitute two levels:
  - o **Level I** – an appeal for a suspension of ten (10) days or less may be made to the building principal.
  - o **Level II** – further appeal may be made to the Deputy Superintendent of GISD who will review the case with the building principal. Based upon the review, the Deputy Superintendent of GISD will adjust, revoke, or sustain the suspension. The Deputy Superintendent’s decision will be final.
- An appeal for a long-term suspension of more than ten (10) days and not exceeding sixty (60) school days or the balance of the current school year shall constitute three levels:
  - o **Level I** – appeals may be submitted to the building principal.
  - o **Level II** – additional appeal may be made to the Deputy Superintendent of GISD. Following review, the Deputy Superintendent of GISD will adjust, revoke, or sustain the suspension.
  - o **Level III** – further appeal may be made to the Superintendent of GISD. Based upon the review, the Superintendent of GISD will adjust, revoke, or sustain the suspension. The Superintendent’s decision shall be final.

At all appeal levels the person hearing the appeal shall notify the student/parents of their decision concerning the appeal in writing within three (3) school days from the date of the hearing/review. The person representing the next level of appeals, as well as those persons having heard the appeal previously, should also be notified.

### **Closing of Program**

Lack of academic progress may result in the student's ineligibility to continue enrollment in the Genesee Early College Program. The principal or designee may invoke a closing of the program only after following these procedures:

- a. Notify the student and the parent(s) or legal guardian of the charges.
- b. Accept information from persons having knowledge of the incident. The student involved shall also have the opportunity to express his/her side of the problem and to have persons give information on his/her behalf.
- c. The accused shall be given an opportunity upon his/her request or that of the parent(s) to face his/her accuser. Should the principal or his/her designee consider that such a meeting would prove to be threatening to either party, he/she may deny the request.
- d. Should the review by the Superintendent of GISD or his/her designee take longer than ten days, the student should be allowed to attend classes from the conclusion of the tenth day until the review is completed.
- e. If, after the review, the Superintendent of GISD or his/her designee concurs with the decision of the principal or his/her duly authorized agent, the principal or his/her duly authorized agent shall follow the procedures for implementing a long-term suspension from school.

### **Expulsion**

The principal may immediately close classes and remove the student from school if the student's presence poses a continuing danger to persons or property or any ongoing threat of disrupting the academic process. The principal shall immediately notify the Deputy Superintendent of GISD of the recommended expulsion, accompanying this recommendation with all documentary evidence available in support of the recommendation. The Deputy Superintendent shall immediately notify the Superintendent or their designee of

the recommendation of the principal and alleged offense. If the Superintendent or their designee concurs with the recommendation of the principal, the Superintendent shall notify the principal, include a statement of the charges against the student, a statement that the student is entitled to a hearing on the charges at which they may be represented by the date, time and place of the hearing on the charges. The Board of Education shall convene at the date, time, and place set forth in the notice or at any adjourned date agreed upon between the student, their parents, and the Board of Education. The Hearing Panel shall hear all pertinent testimony and evidence offered in support of and in opposition to the charges, and at the conclusion of the hearing or as soon thereafter as shall be practicable, the board shall issue its decision in writing. The Superintendent shall promptly, after the decision of the Board is rendered, give a copy of the decision to the student and their parents. All notices required or permitted to be given by this section shall be delivered to the person or persons entitled thereto or sent by registered mail return receipt requested.

### **Reinstatement for a Student**

Students who have had a program closed, or their parent/guardian, may petition the GISD Board of Education at any time after the expiration of 150 school days subsequent to the date of the closure of programs. The GISD will make available the proper forms to those who wish to petition for reinstatement. The petitioner shall provide an authorization and release for the GISD Board and its designated committee to request, receive, and review all student records and student record information maintained by any public or private school which the petitioning student has attended. If such records are already in the possession of the GISD, the parent/guardian or student (if emancipated) shall furnish written authorization for review of same by the committee and board members.

Upon receipt of a petition for reinstatement, the GISD shall do the following:

- Not later than ten (10) school days after receiving a petition for reinstatement, the school board shall appoint a committee to review the petition and any supporting information submitted by the parent/guardian or from the student.
- The committee shall consist of two (2) school board members, one (1) school administrator, one (1) teacher, and one (1) parent of a student attending the GISD.
- The Superintendent of GISD may prepare and submit for consideration by the committee information concerning the circumstances of the program closure and any factors mitigating for or against reinstatement.
- Not later than ten (10) school days after all members are appointed, the committee shall review the petition and any supporting information, including any information provided by the GISD, and shall submit a recommendation to the school board on the issue of reinstatement.
- The recommendation of the committee shall be for unconditional reinstatement, for conditional reinstatement or against reinstatement, and shall be accompanied by an explanation of the reasons for the recommendation and of any recommended conditions for reinstatement.
- The Superintendent shall be allowed to attend meetings of the committee appointed by the Board when considering petition for reinstatement.

### ***Criteria for Reinstatement***

The designated committee and the Board of Education shall consider at least the following factors when a petition for reinstatement is submitted:

- Whether the reinstatement would create a risk of harm to other students or school personnel.
- Whether reinstatement would create a risk of GISD or individual liability for the school board or GISD personnel.
- The age and maturity of the individual.
- The individual's school record before the incident that caused the closure of programs.

- The individual's school record before the incident that caused the closure of programs.
- The individual's attitude concerning the incident that caused the closure of programs.
- The individual's behavior since the closure of programs and the prospects for recommendation of the individual.
- The degree of cooperation and support from the individual's parent/guardian as well as any support which may be expected from a parent/guardian if the student is reinstated.

Petitions for reinstatement from students whose programs have been closed by the Board of Education of another school district shall not be processed if the student has not first submitted a petition for reinstatement to the expelling Board.

### **Conditions of Reinstatement**

The Board may require a student (and if the petition was filed by a parent/guardian, the parent/guardian) to agree in writing to specific conditions before reinstating the student. These conditions may include, but are not limited to:

- Signing a behavior contract.
- Participation in or completion of an Anger Management Program or other appropriate counseling (at the expelled student's expense).
- Periodic progress reviews.
- Specific immediate consequences for failure to abide by any conditions of reinstatement.

### **Counseling**

In certain instances, a student may be encouraged to enter individual or group counseling within the school environment or with a counselor outside of the school. Each case shall be handled on an individual basis, keeping in mind the needs of the student and the needs of the school community.

#### **Behavioral / Academic / Attendance Probation**

The Superintendent of GISD or designee or the principal or designee may, in addition to or in lieu of other disciplinary action, place any student who has been involved in an infraction of school rules on behavioral probation. Probation will be for a definite time period during which critical examination and evaluation of the student's progress should take place.

During the probation period, the student may be denied the privilege of participation in or attendance at all extra-curricular activities. At the close of the probationary period, the individual case shall be reviewed, and the student may regain all privileges. If the student is further involved in an infraction of school rules during the probationary period, the student shall be suspended or denied certain extra-curricular privileges under the stipulations set forth in the probationary agreement.

The parent/guardian will be notified by the principal or designee that the student is being placed on probation, including the length of the period, the terms of the probation, and the possibility of suspension if the student is found in further violation of the school rules during probation.

The student will be removed from probation if, at the completion of the probationary period, satisfactory adjustment has been made as agreed upon by the student, the staff member overseeing the student during

probation, and the school's administrative staff. In addition, any student who has amassed serious academic or attendance deficiencies may be placed on a probation program.

### **Student Property – Search and Seizure**

Search of a student's person and possessions, including vehicles, may be conducted at any time the student is under the jurisdiction of the Board of Education, if there is reasonable suspicion that the student is in violation of the law or school rules and that the search will uncover evidence of the violation. A search may also be conducted to protect the health and safety of others. Searches may be conducted with or without a student's consent. Any law enforcement agency with jurisdiction over the school may assist the school personnel consistent with state and federal law.

Students are provided lockers, desks, and other equipment in which to store materials. This equipment is GISD property, may be searched at any time, and are subject to routine search. Students have no expectation of privacy in lockers, desks, or other GISD property. Locks are to prevent theft, not to prevent searches. If student lockers require student-provided locks, each student must provide the lock's combination or key to the administrator.

Anything found in the course of a search that may be evidence of a violation of school rules or the law may be confiscated and held or turned over to the police. GISD reserves the right not to return illegal items which have been confiscated. In the course of any search, students' privacy rights will be respected regarding any items that are not illegal or against school policy.

All computers located in GISD classrooms, labs, and offices of GISD are GISD's property and are to be used by students, when appropriate, solely for educational purposes. GISD retains the right to access and review all computer files, databases, and any other electronic transmissions contained in or used in conjunction with GISD's computer system, and electronic mail. Students should have no expectation that any information contained on such GISD systems or devices is confidential or private.

A student's personal property is their own. Students are, however, discouraged from bringing valuable items, such as jewelry or other items that could be stolen, damaged, or prove disruptive, to school. If valuable personal property is brought to school, the student is responsible for its safe-keeping. GEC assumes no responsibility for student property that is lost or damaged. The search of student property is outlined in the GISD's search and seizure policy and references made in this document under search and seizure.

Rights carry with them certain responsibilities which must be shared by the student, parents, teachers, administrators, and the Board of Education.

## **GRIEVANCE PROCEDURE**

### **Investigation and Complaint Procedure**

Except for Sexual Harassment as defined under Title IX (see GISD Board Policy 2266 below for Title IX Sexual Harassment, any student who believes that they have been subjected to unlawful harassment may seek resolution of the complaint through the informal and/or formal complaint procedures below. The formal

complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

### **Informal Complaint Procedure**

The goal of the informal complaint procedure is to promptly-stop inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided for a student who believes they have been unlawfully harassed or retaliated against. This informal procedure is not required as a precursor to the filing of a formal complaint. The informal process is only available in those circumstances where the Complainant and the Respondent mutually agree to participate in it.

Students who believe that they have been unlawfully harassed against may proceed immediately to the formal complaint process but are not required to do so.

The Complainant may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complainants involving a District employee, any other adult member of the School District community, or a Third Party and student will be formally investigated.

The School District's informal complaint procedure is designed to provide students who believe they are being unlawfully harassed with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the-Complainants informal resolution may involve, but is not limited to, one (1) or more of the following:

- A. Advising the Complainant about how to communicate unwelcome nature of the behavior to the respondent.
- B. Distributing a copy of Policy 5517 ~~2260~~ – Non-Discrimination/Anti-Harassment as a reminder to the individuals in the school building or office where the Respondent works or attends.
- C. If both parties agree, the Anti-Harassment Compliance Officer (CO) may arrange and facilitate a meeting or mediation between the Complainant and the Respondent to work out a mutual resolution.

A Complainant may make an informal complaint, either orally or in writing: (1) to a teacher, other employee, or building administrator in the school the student attends; (2) to the Superintendent or other District-level employee; and/or (3) directly to one (1) of the Compliance Officers. All informal complaints must be reported to one (1) of the Compliance Officers who will either facilitate an informal resolution or appoint another individual

to facilitate an informal resolution. While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise their authority to attempt to resolve all informal complaints within fifteen (15) business days of receiving the informal complaint.

### **Formal Complaint Procedure**

The formal complaint process shall be implemented if one of the following occurs: (1) a complaint is not resolved through the informal complaint process, (2) one (1) of the parties requested that the informal complaint process be terminated to move to the formal complaint process, (3) if the Complainant, from the outset, elects to file a formal complaint, (4) the CO determines the allegations are not appropriate for resolution through the informal process.

A Complainant may file a formal complaint, either orally or in writing, with a teacher, Principal, or other District employee at the student's school, the Compliance Officer, Superintendent, or another District official who works at another school or at the District level. Due to the sensitivity surrounding complaints of unlawful harassment and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a formal complaint within thirty (30) days after the conduct occurs. If a Complainant informs a teacher, Principal, or other District official at the student's school, Superintendent, or other District employee, either orally or in writing, about any complaint of harassment or retaliation, that employee must report such information to the CO within two (2) business days.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation.

Within two (2) business days of receiving the complaint, the Compliance Officer or designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/harassment/retaliation.

Although certain cases may require additional time, the Compliance Officer or designee will attempt to complete an investigation into the allegations of discrimination/retaliation within fifteen (15) business days of receiving the formal complaint. The investigation will include:

- A. interviews with the Complainant.
- B. interviews with the Respondent.
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations.
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.



At the conclusion of the investigation, the Compliance Officer or designee shall prepare and deliver a written report to the Superintendent. At the conclusion of the additional investigation, the Superintendent shall issue a final written decision.

More details on the GISD's Policy 5517 on Nondiscrimination/Anti-Harassment can be found at [www.geneseeisd.org](http://www.geneseeisd.org)

### **Non-Discrimination and Access to Equal Educational Opportunity Board Policy 2260**

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship and/or personal sense of self-worth.

As such, the Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or transgender identity), disability, age (except as authorized by law), religion, military status, ancestry, or genetic information (collectively, "Protected Classes") in its educational programs or activities.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Educational programs shall be designed to meet the varying needs of all students.

### **District Compliance Officers**

If any individual believes they have been discriminated against or believes that the District or an employee of the District has inadequately applied the principles and/or regulations of any Federal or State law or regulation, or any requirement or regulation of the U.S. Department of Education, they should direct a complaint or request for accommodation to:

-Deputy Superintendent  
Genesee Intermediate School District  
2413 W. Maple Avenue  
Flint, MI 48507  
810-591-4400

Executive Director of Human Resources  
Genesee Intermediate School District  
2413 W. Maple Avenue  
Flint, MI 48507  
810-591-4400

Genesee Early College  
2023-2024 STUDENT HANDBOOK

Director of Compliance and Special Services Administration  
Genesee Intermediate School District  
2413 W. Maple Avenue  
Flint, MI 48507  
810-591-4400

The names, titles, and contact information of these individuals will be published annually on the School District's website and: in the parent/student and staff handbooks.

The District will accommodate the use of certified service animals when there is an established need for such supportive aid in the school environment. Certain restrictions may be applied when necessary due to allergies, health, safety, disability or other issues of those in the classroom or school environment. The goal shall be to provide all students with the same access and participation opportunities provided to other students in school. Confirmation of disability, need for a service animal to access the school programming, and current certification/training of the service animal may be required.

The COs are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination, retaliation, or denial of equal access. The COs shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination Act of 1975 is provided to students, their parents, staff members, and the general public. A copy of each of the Acts and regulations on which this notice is based may be found in the CO's office.

### **Reports and Complaints of Unlawful Discrimination and Retaliation**

Students and all other members of the School District community and third parties are encouraged to promptly report incidents of unlawful discrimination and/or retaliation to a teacher, administrator, supervisor, or other District official so that the Board may address the conduct. Any teacher, administrator, supervisor, or other District employee or official who receives such a complaint shall file it with the CO within two (2) business days.

Members of the School District community, including students or third parties, who believe they have been unlawfully discriminated/retaliated against are entitled to utilize the complaint process set forth wherein. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's employment or participation in educational or extra-curricular programs. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known, and potential witnesses are available.

If, during an investigation of alleged bullying, aggressive behavior and/or harassment in accordance with Policy 5517.01 – Bullying and Other Forms of Aggressive Behavior, the Principal believes that the reported misconduct may constitute unlawful discrimination based on a Protected Class, the Principal shall report the act to CO who shall investigate the allegation in accordance with this policy. While the CO investigates the allegation, the Principal shall suspend the Policy 5517.01 investigation to await the CO's written report. The CO shall keep the

Principal informed of the status of the Policy 2260 investigation and provide the principal with a copy of the resulting written report.

The COs are available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. COs shall accept complaints of unlawful discrimination/retaliation directly from any member of the School District community or a visitor to the District or receive complaints that are initially filed with a school building administrator. Upon receipt of a complaint either directly or through a school building administrator, a CO will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or the CO will designate a specific individual to conduct such a process. The CO will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the CO will prepare recommendations for the Superintendent or oversee the preparation of such recommendations by a designee. All members of the School District community must report incidents of discrimination/retaliation that are reported to them to the CO within two (2) business days of learning of the incident/conduct.

Any Board employee who directly observes unlawful discrimination/retaliation of a student is obligated, in accordance with this policy, to report such observations to one (1) the CO within two (2) business days. Additionally, any Board employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Board employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the CO or designee must contact the student, if age eighteen (18) or older, or the student's parents if the student is under the age eighteen (18), within two (2) school days to advise the parent of the Board's intent to investigate the alleged wrongdoing.

### **Investigation and Complaint Procedure**

Any student who believes that they have been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described wherein. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process begins, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

The procedures set forth below are not intended to interfere with the rights of a student to pursue a complaint of unlawful discrimination or retaliation with the United States Department of Education Office for Civil Rights ("OCR"). The Cleveland Office of the OCR can be reached at 1350 Euclid Avenue, Suite 325, Cleveland, Ohio 44115; Telephone: (216) 522-4970; Fax: (216) 522-2573; TDD: (216) 522-4944; E-mail: [ocr.cleveland@ed.gov](mailto:ocr.cleveland@ed.gov); Web: <http://www.ed.gov/ocr>.

### **Informal Complaint Procedure**

The goal of the informal complaint procedure is to quickly stop inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for a student who believes s/he has been unlawfully discriminated against or retaliated against. This informal procedure is not required as a precursor to the filing of a formal complaint.

The informal process is only available in those circumstances where the parties (the alleged target of the discrimination and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Students who believe that they have been unlawfully discriminated/retaliated against may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a District employee or any other adult member of the School District community a student will be formally investigated.

As an initial course of action, if a student feels that they are being unlawfully discriminated/retaliated against and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. COs are available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so. An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of their concerns is not prohibited from otherwise filing an informal or a formal complaint. In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the CO may advise against the use of the informal complaint process.

A student who believes they have been unlawfully discriminated/retaliated against may make an informal complaint, either orally or in writing: (1) to a teacher, other employee, or building administrator in the school the student attends; (2) to the Superintendent or other District-level employee; and/or (3) directly to one of the CO's.

All informal complaints must be reported to CO who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

The School District's informal complaint procedure is designed to provide students who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the student claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

1. Advising the student about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
2. Distributing a copy of Policy 2260 – Non-Discrimination and Access to Equal Educational Opportunity as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends.

3. If both parties agree, the CO may arrange and facilitate a meeting between the student claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the CO or designee will exercise their authority to attempt to resolve all informal complaints within fifteen (15) business days of receiving the informal complaint. Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

### **Formal Complaint Procedure**

If a complaint is not resolved through the informal complaint process, if one (1) of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the student elects to file a formal complaint initially, the formal complaint process shall be implemented.

A student who believes they have been subjected to unlawful discrimination/retaliation (hereinafter referred to as the "Complainant") may file a formal complaint, either orally or in writing, with a teacher, Principal, or other District employee at the student's school, the CO, Superintendent, or another District employee who works at another school or at the District level. Due to the sensitivity surrounding complaints of unlawful discrimination, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. If a Complainant informs a teacher, Principal, or other District employee at the student's school, Superintendent, or other District employee, either orally or in writing, about any complaint of discrimination/retaliation, that employee must report such information to the CO within two (2) business days.

Throughout the course of the process, the CO should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in or be engaging in; the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO shall ask for such details in an oral interview. Thereafter, the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a formal complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the person alleged to have engaged in the misconduct. In making such a determination, the CO should consult the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions s/he deems appropriate in consultation with the Superintendent.

Within two (2) business days of receiving the complaint, the CO or designee will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the CO will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent") that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including Policy 2260 - Nondiscrimination. The Respondent must also be informed of the opportunity to submit a written response to the complaint within five (5) business days.

Although certain cases may require additional time, the CO or designee will attempt to complete an investigation into the allegations of discrimination/retaliation within fifteen (15) business days of receiving the formal complaint. The investigation will include:

- A. interviews with the Complainant.
- B. interviews with the Respondent.
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations.
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the CO or designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if unlawful discrimination or retaliation occurred, a preponderance of evidence standard will be used. The CO may consult with the Board's legal counsel before finalizing the report to the Superintendent.

Absent extenuating circumstances, within five (5) business days of receiving the report of the CO or designee, the Superintendent must either issue a final decision regarding whether the charges have been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent shall issue a final written decision as described above.

If the Superintendent determines the Complainant was subjected to unlawful discrimination/retaliation, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, and effective, and tailored to the specific situation.

The decision of the Superintendent or Deputy Superintendent shall be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the student alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a Complaint with the Office for Civil Rights or the filing of a court case. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

### **Privacy/ Confidentiality**

The District will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations. All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided the Complainant's identity.

During the course of a formal investigation, the CO or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to Third Parties any information that is learned or provided during the course of the investigation.

### **Sanctions and Monitoring**

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation by taking appropriate action reasonably calculated to stop and prevent further misconduct. While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s). When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s).

Where the Board becomes aware that a prior remedial action has been taken against a member of the School District community, all subsequent sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

### **Retaliation**

Retaliation against a person who makes a report or files a complaint alleging unlawful harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the Board nor any other person may, intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice

made unlawful by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

More details on GISD's Policy 2260 on unlawful harassment can be found at [www.geneseeisd.org](http://www.geneseeisd.org).

### **NONDISCRIMINATION ON THE BASIS OF SEX IN DISTRICT PROGRAMS OR ACTIVITIES-Board Policy 2260**

The Genesee Intermediate School District does not discriminate on the basis of sex (including sexual orientation or gender identity), in its education programs or activities, and is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to enrollment and employment. GISD is committed to maintaining an education and work environment that is free from discrimination based on gender, including sexual harassment.

GISD prohibits Sexual Harassment that occurs within its education programs and activities. When the District has actual knowledge of Sexual Harassment in its education program or activity against a person in the United States while participating in a school program, it shall promptly respond in a manner that is not deliberately indifferent.

Pursuant to its Title IX obligations, GISD is committed to eliminating Sexual Harassment and will take appropriate action when an individual is determined responsible. Employees, students, third-party vendors and contractors, guests, and other members of the School District community who commit Sexual Harassment are subject to the full range of disciplinary sanctions. GISD will provide persons who have experienced Sexual Harassment ongoing remedies as reasonably necessary to restore or preserve access to the District's education programs and activities.

Definitions:

Sexual Harassment: means conduct on the basis of sex that satisfies one or more of the following:



- A. Board employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (often called "quid pro quo" harassment).
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)A(v), or "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

**Complainant:** means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

**Respondent** means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

**Formal Complaint:** means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the District investigate the allegation(s) of Sexual Harassment. At the time of filing a Formal Complaint with the District, a Complainant must be participating in or attempting to participate in the District's education program or activity. A "document filed by a complainant" means a document or electronic submission (such as by electronic mail or through an online portal that the Board provides for this purpose) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or a party to the Formal Complaint and must not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

**Actual Knowledge:** means notice of Sexual Harassment or allegations of Sexual Harassment to the District's Title IX Coordinator, or any District official who has authority to institute corrective measures on behalf of the Board, or any Board employee. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the District. "Notice" includes, but is not limited to, a report of Sexual Harassment to the Title IX Coordinator. This standard is not met when the only District official with actual knowledge is the Respondent.

**Supportive Measures:** means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, or deter Sexual Harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, school/campus escort services, mutual restrictions of contact between the parties, changes in work locations), leaves of absence, increased security and

monitoring of certain areas of the campus (including school buildings and facilities), referral to Employee Assistance Program, and other similar measures.

### **Title IX Coordinator(s)**

The Board of Education designates and authorizes the following individual(s) to oversee and coordinate its efforts to comply with Title IX and its implementing regulations, including enrollment and employment. The District's Title IX Coordinator(s) is/are:

Jeffrey Adams  
Executive Director of Human Resources  
Genesee Intermediate School District  
810-591-4591  
2413 W. Maple Ave.  
Flint, MI 48507  
jadams@geneseeisd.org

Tricia L. Hill  
Deputy Superintendent  
Genesee Intermediate School District  
810-591-4528  
2413 W. Maple Ave.  
Flint, MI 48507  
tlhill@geneseeisd.org

Steven Polega  
Director of Compliance and Special Services Administration  
Genesee Intermediate School District  
810-591- 4881  
2413 W. Maple Ave.  
Flint, MI 48507  
spolega@geneseeisd.org

Any inquiries about the application of Title IX and its implementing regulations to the District may be referred to the Title IX Coordinator(s), the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both.

The Board has adopted a grievance process that provides for the prompt and equitable resolution of student and employee complaints alleging any action that is prohibited by Title IX and/or its implementing regulations. The grievance process is included in Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, which is available at: [www.geneseeisd.org](http://www.geneseeisd.org). The grievance process specifically addresses how to report or file a complaint of sex discrimination, how to report or file a formal complaint of Sexual Harassment, and how the District will respond.

### **Grievance Process**

The Board is committed to promptly and equitably resolving student and employee complaints alleging Sexual Harassment. The District's response to allegations of Sexual Harassment will treat Complainants and Respondents equitably, including providing supportive measures to the Complainant and Respondent, as appropriate, and following this Grievance Process before imposition of any disciplinary sanctions or other actions, other than supportive measures, against the Respondent.

The Title IX Coordinator(s), along with any investigator(s), decision-maker(s), or any person(s) designated to facilitate an informal resolution process, shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.

If a determination of responsibility for Sexual Harassment is made against the Respondent, the Board will provide remedies to the Complainant. The remedies will be designed to restore or preserve equal access to the District's education program or activity. Potential remedies include, but are not limited to, individualized services that constitute supportive measures. Remedies may also be disciplinary or punitive in nature and may burden the Respondent.

### **Report of Sexual Discrimination/Harassment**

Any person may report sex discrimination, including Sexual Harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or Sexual Harassment), in person, by mail, by telephone, or by electronic mail, using the Title IX Coordinator's(s') contact information listed above, or by any other means that results in the Title IX Coordinator receiving the person's oral or written report. Reports may be made at any time (including during non-business hours), by using the telephone number(s) or electronic mail address(es), or by mail to the office address(es), listed for the Title IX Coordinator(s).

Students, Board members, and Board employees are required, and other members of the School District community, and Third Parties) are encouraged, to report allegations of sex discrimination or Sexual Harassment promptly to the/a Title IX Coordinator or to any Board employee, who will in turn notify the/a Title IX Coordinator. Reports can be made orally or in writing and should be as specific as possible. The person making the report should, to the extent known, identify the alleged victim(s), perpetrator(s), and witness(es), and describe in detail what occurred, including date(s), time(s), and location(s).

If a report involves allegations of Sexual Harassment by or involving the Title IX Coordinator, the person making the report should submit it to the Superintendent, or another Board employee who, in turn, will notify the Superintendent or designee of the report. The Superintendent will then serve in place of the Title IX Coordinator for purposes of addressing that report of Sexual Harassment.

When a report of Sexual Harassment is made, the Title IX Coordinator shall promptly (i.e., within two (2) days of the Title IX Coordinator's receipt of the report of Sexual Harassment) contact the Complainant (including the parent/guardian if the Complainant is under 18 years of age or under guardianship) to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Any supportive measures provided to the Complainant or Respondent shall be maintained as confidential, to the extent that maintaining such confidentiality will not impair the ability of the District to provide the supportive measures.

Emergency Removal: Subject to limitations and/or procedures imposed by State and/or Federal law, the District may remove a student Respondent from its education program or activity on an emergency basis after conducting an individualized safety and risk analysis. The purposes of the individualized safety and risk analysis is to determine whether the student Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment that justifies removal. If the District determines the student Respondent poses such a threat, it will so notify the student Respondent and the student Respondent will have an opportunity to challenge the decision immediately following the removal. See Policy 5610 – Emergency Removal, Suspension, and Expulsion of Students and Policy 5611 – Due Process Rights.

### **Formal Complaint of Sexual Harassment**

A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information set forth above. If a Formal Complaint involves allegations of Sexual Harassment by or involving the Title IX Coordinator, the Complainant should submit the Formal Complaint to the Superintendent, who will designate another person to serve in place of the Title IX Coordinator for the limited purpose of implementing the grievance process with respect to that Formal Complaint.

When the Title IX Coordinator receives a Formal Complaint or signs a Formal Complaint, the District will follow its Grievance Process, as set forth herein. Specifically, the District will undertake an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations will not be based on a person’s status as a Complainant, Respondent, or witness.

The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

### **Timeline**

The District will seek to conclude the grievance process, including resolving any appeals, within sixty (60) days of receipt of the Formal Complaint.

If the Title IX Coordinator offers informal resolution processes, the informal resolution processes may not be used by the Complainant or Respondent to unduly delay the investigation and determination of responsibility. The timeline, however, may be subject to a temporary delay of the grievance process or a limited extension for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; and the need for language assistance or accommodation of disabilities. The Title IX Coordinator will provide the parties with reasonable updates on the status of the grievance process.

Upon receipt of a Formal Complaint, the Title IX Coordinator will provide written notice of the following to the parties who are known:

- A. Notice of the Board’s grievance process, including any informal resolution processes.
- B. Notice of the allegations of misconduct that potentially constitutes Sexual Harassment as defined in this policy, including sufficient details known at the time and with sufficient time to prepare a response

before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known. The written notice must:

1. include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process.
2. inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence.
3. inform the parties of any provision in the Student Code of Conduct, this policy, and/or Employee/Administrator Handbook that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, during the course of the investigation, the investigator becomes aware of allegations about the Complainant or Respondent that are not included in the original notice provided to the parties, the investigator will notify the Title IX Coordinator and the Title IX Coordinator will decide whether the investigator should investigate the additional allegations; if the Title IX Coordinator decides to include the new allegations as part of the investigation, the Title IX Coordinator will provide notice of the additional allegations to the parties whose identities are known.

### **Dismissal of a Formal Complaint**

The District shall investigate the allegations in a Formal Complaint, unless the conduct alleged in the Formal Complaint:

- A. would not constitute Sexual Harassment (as defined in this policy) even if proved.
- B. did not occur in the District's education program or activity; or
- C. did not occur against a person in the United States.

If one of the preceding circumstances exist, the Title IX Coordinator shall dismiss the Formal Complaint. If the Title IX Coordinator dismisses the Formal Complaint due to one of the preceding reasons, the District may still investigate and take action with respect to such alleged misconduct pursuant to another provision of an applicable code of conduct, Board policy, and/or Employee/Administrator Handbook.

The Title IX Coordinator may dismiss a Formal Complaint, or any allegations therein, if at any time during the investigation:

- A. a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein.

- B. the Respondent is no longer enrolled in the District or employed by the Board; or
- C. specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

If the Title IX Coordinator dismisses a Formal Complaint or allegations therein, the Title IX Coordinator must promptly send written notice of the dismissal and the reason(s) therefore simultaneously to the parties.

### **Consolidation of Formal Complaints**

The Title IX Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

### **Informal Resolution Process**

Under no circumstances shall a Complainant be required to waive any right to an investigation and adjudication of a Formal Complaint of Sexual Harassment. Similarly, no party shall be required to participate in an informal resolution process.

If a Formal Complaint is filed, the Title IX Coordinator may offer to the parties an informal resolution process. If the parties mutually agree to participate in the informal resolution process, the Title IX Coordinator shall designate a trained individual to facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication. The informal resolution process may be used at any time prior to the decision-maker(s) reaching a determination regarding responsibility.

Any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint.

Before commencing the informal resolution process, the Title IX Coordinator shall obtain from the parties their voluntary, written consent to the informal resolution process.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

The informal resolution process is not available to resolve allegations involving a sexual assault involving a student Complainant and a student Respondent.

### **Investigation of a Formal Complaint of Sexual Harassment**

In conducting the investigation of a Formal Complaint and throughout the grievance process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility is on the District, not the parties.

In making the determination of responsibility, the decision-maker(s) is(are) directed to use the preponderance of the evidence standard. The decision-maker(s) is charged with considering the totality of all available evidence, from all relevant sources.

As part of the investigation, the parties have the right to:

- A. present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; and
- B. have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The District may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding.

Neither party shall be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence.

The District will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the District does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report.

At the conclusion of the investigation, the investigator shall create an investigative report that fairly summarizes relevant evidence and send the report to each party and the party's advisor, if any, for their review and written response. The investigator will send the investigative report in an electronic format or a hard copy, at least ten (10) calendar days prior to the decision-maker(s) issuing a determination regarding responsibility.

### **Determination of Responsibility**

The Title IX Coordinator shall appoint a decision-maker(s) to issue a determination of responsibility. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator(s) or the investigator(s).

After the investigator sends the investigative report to the parties and the decision-maker(s), and before the decision-maker(s) reaches a determination regarding responsibility, the decision-maker(s) will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision-maker(s) must explain to the party proposing the questions any decision to exclude a question as not relevant.

Determination regarding responsibility: The decision-maker(s) will issue a written determination regarding responsibility. To reach this determination, the decision-maker(s) must apply the preponderance of the evidence standard.

The written determination will include the following content:

- A. Identification of the allegations potentially constituting Sexual Harassment pursuant to this policy.
- B. A description of the procedural steps taken from the receipt of the Formal Complaint through determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence.
- C. Findings of fact supporting the determination.
- D. Conclusions regarding the application of the applicable code of conduct to the facts.
- E. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the decision-maker(s) is recommending that the District impose on the Respondent(s), and whether remedies designed to restore or preserve equal access to the District's education program or activity should be provided by the District to the Complainant(s); and
- F. The procedures and permissible bases for the Complainant(s) and Respondent(s) to appeal.

The following disciplinary sanctions/consequences may be imposed on a student Respondent who is determined responsible for violating this policy (i.e., engaging in Sexual Harassment):

A. Informal Discipline

- 1. writing assignments.
- 2. changing of seating or location:
- 3. pre-school, lunchtime, after-school detention.
- 4. in-school discipline.
- 5. Saturday school.

B. Formal Discipline

- 1. suspension of bus riding/transportation privileges.
- 2. removal from co-curricular and/or extra-curricular activity(ies), including athletics.
- 3. emergency removal;
- 4. suspension for up to ten (10) school days;



5. long-term suspension or expulsion;
6. any other sanction authorized by the Student Code of Conduct.

If the decision-maker(s) determines the student Respondent is responsible for violating this policy (i.e., engaging in Sexual Harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 5600 – Student Discipline, Policy 5605 – Suspension/Expulsion of Students with Disabilities, Policy 5610 – Emergency Removal, Suspension, and Expulsion of Students, Policy 5610.01 - In-School Discipline, and Policy 5611 – Due Process Rights. Discipline of a student Respondent must comply with the applicable provisions of the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing regulations.

### **Appeal**

Both parties have the right to file an appeal from a determination regarding responsibility, or from the Title IX Coordinators dismissal of a Formal Complaint or any allegations therein, on the following bases:

Procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures).

- A. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- B. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant(s) or Respondent(s) that affected the outcome of the matter.

The Complainant(s) may not challenge the ultimate disciplinary sanction/consequence that is imposed.

Any party wishing to appeal the decision-maker(s)'s determination of responsibility, or the Title IX Coordinator's dismissal of a Formal Complaint or any allegations therein, must submit a written appeal to the Title IX Coordinator within five (5) days after receipt of the decision-maker(s)'s determination of responsibility or the Title IX Coordinator's dismissal of a Formal Complaint or any allegations therein.

Nothing herein shall prevent the Superintendent from imposing any remedy, including disciplinary sanction, while the appeal is pending.

As to all appeals, the Title IX Coordinator will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties.

The decision-maker(s) for the appeal shall not be the same person(s) as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator(s). The decision-maker(s) for the appeal shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant(s) or Respondent(s) and shall receive the same training as required of other decision-makers.

Both parties shall have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The parties' written statements in support of, or challenging, the determination of responsibility must be submitted within five (5) days after the Title IX Coordinator provides notice to the non-appealing party of the appeal.

The decision-maker(s) for the appeal shall issue a written decision describing the result of the appeal and the rationale for the result. The original decision-maker(s)' determination of responsibility will stand if the appeal request is not filed in a timely manner or the appealing party fails to show clear error and/or a compelling rationale for overturning or modifying the original determination. The written decision will be provided to the Title IX Coordinator who will provide it simultaneously to both parties. The written decision will be issued within five (5) days of when the parties' written statements were submitted.

The determination of responsibility associated with a Formal Complaint, including any recommendations for remedies/disciplinary sanctions, becomes final when the time for filing an appeal has passed or, if an appeal is filed, at the point when the decision-maker(s) for the appeal's decision is delivered to the Complainant and the Respondent. No further review beyond the appeal is permitted.

### **Retaliation**

Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of Sexual Harassment, filing a Formal Complaint, or participating in an investigation.

Complaints alleging retaliation may be filed according to the grievance process set forth above.

### **Confidentiality**

The District will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of Sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the Complainant's and Respondent's receipt of the information to which they are entitled related to the investigative record and determination of responsibility).

More details on GUSD's Policy 2266 on unlawful harassment can be found at [www.geneseeisd.org](http://www.geneseeisd.org).

### **Cooperation with Law Enforcement Agencies**

In accordance with the policy of the GISD Board of Education, school authorities are directed to cooperate with police, law enforcement officers, and agencies to the end that policies shall be enforced to the fullest extent according to their terms. In accordance with section 1135 of the Michigan School Code, GISD shall not disclose any personally identifiable information contained in a student record to a law enforcement agency, except in compliance with the Family Educational Right and Privacy Act. MCL380.1135(5).

### **Asbestos Notice to Parents/Guardians/Students/Staff**

Each year the Genesee Intermediate School District must notify parents, guardians, students and staff that we have complied with State and Federal regulations pertaining to asbestos inspections and review.

The AHERA regulation requires surveillance of the condition of asbestos-containing material (ACM) every six months and reinspection every three years. The last re-inspections were conducted on July 26, 2023 by our environmental consulting firm, Nova Environmental, Inc. The next re-inspections will be scheduled on July 24, 2026. A six-month periodic surveillance was completed on February 1, 2023. The next six-month periodic surveillance is scheduled on July 18, 2023. The re-inspection and periodic surveillances will be incorporated as part of the management plans

GISD buildings are in excellent condition with respect to asbestos. All of the areas requiring operation and maintenance activities identified in the last re-inspection have occurred.

Parents, guardians, students and staff should be aware that building reports, located in each principal's office, are available for review at any time.

### **Pesticide Notice to Parents/Guardians**

Each year GISD must notify parents and guardians of the use of insect spray in the facilities. GISD, on an as-needed basis, uses the non-commercial insect spray Down & Out, Fly and Insect Killer. The product is used only in non-food areas, and its primary use is to control flies, mosquitoes, ants and other common pests that may occur. For sustained control of other pests, GISD uses insect baits, which provide no airborne activity. The required Safety Data Sheet is on file for this product and available upon request.

If parents/guardians are aware of a problem related to their student(s) in using this product, please contact the building principal.

Genesee Intermediate School District  
Human Resources and Operations

## AGREEMENT FOR ACCEPTABLE USE OF TECHNOLOGY RESOURCES FOR SECONDARY STUDENTS

Building Name: \_\_\_\_\_ User Name: \_\_\_\_\_

This Agreement is entered into \_\_\_\_\_

This Agreement is between: (Student Name) \_\_\_\_\_ ("student or user") and the  
Genesee Intermediate School District (ISD).

The purpose of this Agreement is to grant access to, and define acceptable use of, the ISD's technology resources ("Technology Resources"). Technology Resources are any type of instrument, device, machine, equipment, technology or software that is capable of transmitting, acquiring, or intercepting, any telephone, electronic, data, internet, audio, video, or radio transmissions, signals, telecommunications, or services, and include without limitation:

1. Internal and external network infrastructure
2. Internet and network access
3. Computers
4. Servers
5. Storage devices
6. Peripherals
7. Software
8. Messaging or communications systems

In exchange for the use of the ISD's Technology Resources either at school or away from school, you understand and agree to the following:

Your use of the ISD's Technology Resources is a privilege that may be revoked by the ISD at any time and for any reason.

- A. You have no expectation of privacy when using the ISD's Technology Resources. The ISD reserves the right to monitor and inspect all use of its Technology Resources, including, without limitation, personal e-mail and voice-mail communications, computer files, data bases, web logs, audit trails, or any other electronic transmissions accessed, distributed, or used through the Technology Resources. The ISD also reserves the right to remove any material from the Technology Resources that the ISD, at its sole discretion, chooses to, including, without limitation, any information that the ISD determines to be unlawful, obscene, pornographic, harassing, intimidating, disruptive, or that otherwise violates this Agreement.
- B. GISD Administration is responsible for determining who can access Technology Resources based on business or educational need, and for providing general supervision of authorized users who are granted access. This includes requiring that users understand and accept their individual obligations as set forth in this AUP.
- C. The Technology Resources does not provide a "public forum". Technology Resources may not be used for commercial purposes or to support or oppose political positions or candidates unless expressly authorized in advance by an appropriate administrator. Technology Resources may be used to contact or communicate with public officials.

- D. The ISD's Technology Resources are intended for use by registered users. You are responsible for their account/password and any access to the Technology Resources made using an account/password. Any damage or liability arising from the use of an account/password is that individual's responsibility. Use of an account by someone other than the registered user is prohibited and may be grounds for suspension from the Technology Resources and other disciplinary consequences for employees, up to and including termination of employment, for both the registered user and the person using the account/password.
- E. You may not use the Technology Resources to engage in bullying, which is defined as:

Any written, verbal, or physical act, or any electronic communication, that is intended or that a reasonable person would know is likely to harm one or more pupils either directly or indirectly by doing any of the following:

1. Substantially interfering with educational opportunities, benefits, or programs of one or more pupils;
2. Adversely affecting the ability of a pupil to participate in or benefit from the educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress;
3. Having an actual and substantial detrimental effect on a pupil's physical or mental health; or
4. Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

Use of other communication/messaging devices (including devices not owned by the ISD) may be grounds for discipline under the ISD / School "Student Code of Conduct."

- F. If you misuse of Technology Resources, your access to the Technology Resources may be suspended and you may be subject to other disciplinary action, up to and including expulsion. Misuse includes, but is not limited to:
1. Accessing or attempting to access material that is "harmful to minors". Material that is harmful to minors includes any picture, image, graphic image file, or other visual depiction that (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sex act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole lacks serious literary, artistic, political, or scientific value as to minors.
  2. Accessing or attempting to access material that is unlawful, objectionable, obscene, pornographic, profane, or vulgar.
  3. Accessing or attempting to access material that is inappropriate for minors such as. materials that is defamatory, lewd, vulgar, profane; harassing or discriminatory; bullying; terroristic; or that promotes behaviors considered harmful to the minor viewer, or that are socially unacceptable.

4. Bullying (as defined in paragraph F).
  5. Sexting, which includes, without limitation, possessing, sending, or distributing nude, sexually explicit, or sexually suggestive photographs, videos, or other visual depictions of yourself or another person.
  6. Vandalism, which includes, without limitations, any malicious or intentional attempt to harm, steal, destroy, or disrupt user data, school materials, or school hardware or software.
  7. Hacking, which includes, without limitation, gaining or attempting to gain access to, modifying, or obtaining copies of, information belonging to other users or information you are not authorized to access.
  8. Unauthorized copying or use of licenses or copyrighted software.
  9. Plagiarizing, which includes the unauthorized distributing, copying, using, or holding out as your own, material that was written or created by someone else, without permission of, and attribution to, the author/creator.
  10. Posting or distributing confidential or inappropriate information meant to harass, intimidate, or embarrass others.
  11. Allowing someone else to use your account or password or not preventing unauthorized access to Technology Resources when leaving them unattended.
  12. Using, or soliciting the use of, or attempting to use or discover the account information or password of another user.
  13. Attempting to, or successfully disabling security features, including technology protection measures required under the Children's Internet Protection Act('CIPA').
  14. Misusing equipment or altering system software without permission.
  15. Commercial for-profit activities, advertising, political lobbying, or sending mass mailings or spam. However, you may contact a public official to express an opinion on a topic of interest.
  16. Using the Technology Resources in any way that violates any Federal, State, or local laws, or any rule or this handbook.
- G. It is the policy of the ISD, as a recipient of certain federal funds, to monitor the online activities of its minor students and provide technology protection measures on its computers with Internet access designed to prevent minors from accessing visual depictions that are (1) obscene, (2) child pornography, or (3) harmful to minors.
- H. It is the policy of the ISD to prohibit its minor students from (1) accessing inappropriate matter on the Internet; (2) engaging in hacking or other unlawful online activities; and (3) accessing materials that are harmful to minors. It is also the policy of the ISD to educate students about cyber bullying awareness and response and about appropriate online behavior, including disclosing, disseminating, or using

personal information and safely and appropriately interacting with others in social networking websites, chat rooms, by email, and other forms of direct electronic communications.

- I. The ISD does not guarantee that measures described in paragraphs H and I will provide any level of safety or security or that they will successfully block all inappropriate material from the ISD's students. Users agree to not intentionally engage in any behavior that was intended to be prevented by paragraphs G and H.
- J. You must promptly disclose to your teacher or other school employee any content you view or receive over the Technology Resources that is inappropriate or that makes you feel uncomfortable, harassed, threatened, or bullied, or that contains sexually explicit content. You should not delete such content until instructed to do so by a staff member.
- K. Registered users are solely responsible for all charges and fees, including outside telephone, printing, and merchandise purchases, made through the Technology Resources. The ISD is not a party to such transactions and is not liable for any costs or damages, whether direct or indirect, arising out of the use of the Technology Resources.
- L. You are responsible for the proper use of the Technology Resources and will be held accountable for any damage to or replacement of the Technology Resources caused by your inappropriate use.
- M. The ISD does not warrant or guarantee that its Technology Resources will meet any specific requirement, or that they will be error free or uninterrupted; nor will the ISD be liable for any damages (including lost data, information, or time) sustained or incurred in connection with the use, operation, or inability to use the Technology Resources.

I agree to follow this Agreement and all rules, regulations and policies regarding the lawful use of school technology. I also agree to follow the ISD/School/Student Handbook/Code of Conduct. Board Policies can be found on the GISD website at [www.geneseeisid.org](http://www.geneseeisid.org).

As a condition of using the Technology Resources, I release the ISD, and its board members, agents, and employees, including the Internet Service Provider, from all liability related to my use or inability to use the Technology Resources.

I understand that data I send or receive over the Technology Resources is not private. I consent to having the ISD monitor and inspect my use of the Technology Resources, including any electronic communications that I send or receive through the Technology Resources.

I have read this Agreement and agree to its terms.

---

Student Printed Name

---

Student Signature & Date

I have read this Agreement and agree that as a condition of my child's use of the Technology Resources, I release the Genesee Intermediate School District (ISD) and its board members, agents, and employees, including its

Genesee Early College  
2023-2024 STUDENT HANDBOOK

Internet Service Provider, from all liability related to my child's use or inability to use the Technology Resources. I also indemnify the ISD and its board members, agents, and employees, including its Internet Service Provider, for any fees, expenses, or damages incurred as a result of my child's use, or misuse, of the ISD's Technology Resources.

I authorize the ISD to consent to the sharing of information about my child to website operators as necessary to enable my child to participate in any program, course, or assignment requiring such content under the Children's Online Privacy Protection Act.

Use of District IT Resources is a privilege, not a right. The Board of Education's IT Resources, including its computer network, Internet connection, and online educational apps/services, are provided for educational purposes only. Unauthorized and inappropriate use will result in loss of this privilege and/or other disciplinary action. Students who sign this Agreement are affirming that they will not use District IT Resources for illegal, unethical, or harassing purposes or to access online content that may be considered obscene, pornographic, or unsuitable for children.

The Board has implemented technology protection measures that protect against (e.g., block/filter) Internet access to visual displays/depictions/materials that are obscene, constitute child pornography, or are harmful to minors. The Board also monitors online activity of students in an effort to restrict access to child pornography and other material that is obscene, objectionable, inappropriate, and/or harmful to minors. Nevertheless, parents/guardians are advised that determined users may be able to gain access to information, communication, and/or services on the Internet that the Board has not authorized for educational purposes and/or that they and/or their parents/guardians may find inappropriate, offensive, objectionable or controversial. Students using District IT Resources are personally responsible and liable, both civilly and criminally, for unauthorized or inappropriate use of such resources.

I understand that the data my child sends or receives over the Technology Resources is not private. I consent to having the ISD monitor and inspect my child's use of the Technology Resources, including any electronic communications that my child sends or receives through the Technology Resources.

I understand and agree that my child will not be able to use the ISD's Technology Resources until this Agreement has been signed by both my child and me

I have read this Agreement and agree to its terms.

---

Parent/Guardian Printed Name

---

Parent/Guardian Signature & Date

Revised: May 15, 2023



## CHROMEBOOK POLICIES AND GUIDELINES

The policies, procedures, and information within this document apply to all Chromebooks used at GEC by students, staff, or guests including any other device considered by the Administration to fall under this policy. Teachers may set additional requirements for Chromebook use in their classroom.

### **Receiving Your Chromebook:**

Chromebooks will be distributed each fall during the first week of school. ***Parents/guardian & students must pick up the Chromebook from the school and sign the Chromebook User Expectations Student/Parent Sign-off and Chromebook Staff/Parent Use Agreement before the Chromebook can be issued to the student.*** All necessary documents will need to be turned in prior to the device being issued to the student. A parent or guardian must be present when the Chromebook is issued. Each Chromebook will have a unique identification code that will be assigned to the student. Students will keep the same Chromebook (with the assigned identification code) for the entire time they are at GEC.

### **Chrome Care and Repair:**

Genesee Early College requires that in order for a Chromebook to be allowed to go home with a student, Chrome User Care and Repair must be purchased prior to the child receiving a Chromebook. The annual non-refundable fee will be \$30 per device and must be paid prior to the student taking the device home. Details of this policy are on pages 5-6.

### **Training:**

Students will be trained on how to use the Chromebook. Training documents and videos will be available online for students to refer to when needed. Teachers will be trained on the use of Chromebooks and will utilize them during class.

### **Returning Your Chromebook:**

Student Chromebooks and accessories (charger and battery) will be collected at the end of each school year for maintenance over summer vacation. Students will retain their original Chromebook each year while enrolled at GEC.

Any student who transfers out of GEC will be required to return their Chromebook and accessories. If a Chromebook and its accessories are not returned, the parent/guardian will be held responsible for payment. If payment is not received the parent/guardian will be turned over to a collection agency.

### **Device Purchase:**

- Two year old devices may be purchased for \$150.00.
- Three year old devices may be purchased for \$100.00
- Four year old devices may be purchased for \$50.00
- Five year old devices will be owned by the student.

### **Taking Care of Your Chromebook:**

Students are responsible for the general care of the Chromebook which they have been issued by the school. Chromebooks that are broken or fail to work properly must be taken to the main office. If a loaner Chromebook is needed, one will be issued to the student until their Chromebook can be repaired or replaced.

**General Precautions:**

- Avoid eating and drinking while near your Chromebook.
- Cords and removable storage devices should be inserted carefully into the Chromebook.
- Avoid carrying the Chromebook while the screen is open unless directed to do so by a teacher.
- Chromebooks should be shut down when not in use to conserve battery life.
- Chromebooks should never be shoved into a locker or wedged into a book bag as this may break the screen.
- Avoid exposing your Chromebook to extreme temperature or direct sunlight for extended periods of time.
- If your Chromebook was left in a cold environment, bring your Chromebook to room temperature prior to turning it on.

**Carrying the Chromebook:**

The protective shell of the Chromebook will only provide basic protection from everyday use. It is not designed to prevent damage from drops or abusive handling. Carrying the Chromebook in a padded backpack or padded book bag is acceptable provided the backpack or book bag is handled with care. For example, you shouldn't toss the bag or drop the bag if your Chromebook is inside. It is the student's responsibility to provide a protective case for the Chromebook as they are not provided by the school.

**Screen Care:**

The Chromebook screen can be damaged if subjected to rough treatment. The screens are particularly sensitive to damage from excessive pressure on the screen.

- Do not lean on top of the Chromebook.
- Do not place anything near the Chromebook that could put pressure on the screen.
- Do not place anything in the carrying case that will press against the cover.
- Do not poke the screen.
- Do not place anything on the keyboard before closing the lid (e.g. pens, pencils, notebooks).
- Clean the screen with a soft, dry anti-static, or micro-fiber cloth. Do not use window cleaner or any type of liquid or water on the Chromebook. You can also purchase individually packaged pre-moistened screen cleaning tissues to clean the screen. These are very convenient and relatively inexpensive.

**Protecting & Storing Your Chromebook:****Chromebook Identification:**

- Chromebooks will be labeled in the manner specified by the school.
- Chromebooks can be identified in the following ways:  
Record of serial number and GISD/GEC asset tag  
Individual's Google Account username

Under no circumstances are students to modify, remove, or destroy identification labels.

- Students are responsible for securely storing their Chromebook during extracurricular events.
- Chromebooks should be supervised by the assigned user at all times.
- Avoid storing a Chromebook in a vehicle.

## **Using Your Chromebook**

### **At School:**

The Chromebook is intended for use at school each and every day. In addition to teacher expectations for Chromebook use, school messages, announcements, calendars, academic handbooks, student handbooks and schedules will be accessed using the Chromebook. Students must be responsible for bringing their Chromebook to all classes, unless specifically advised not to do so by their teacher (e.g. field trip).

### **At Home:**

Students are expected to take their Chromebook home each night throughout the school year for charging, and must be brought to school each day in a fully charged condition. If students leave their Chromebook at home, this will impact the student's ability to participate in class and may impact their ability to get work done during the school day. Repeatedly leaving the issued Chromebook at home will result in referral to administration and students could lose the privilege of taking the device home altogether.

### **Sound:**

Sound must be muted at all times unless permission is obtained from the teacher for instructional purposes. Students are encouraged to use earbuds as appropriate.

### **Managing Your Files and Saving Your Schoolwork:**

Students may save documents to their Google Drive, or they may save to an external memory device such as a mini SD card or USB flash drive. Saving to Google Drive will make the file accessible from any computer with internet access. Students using Google Drive to work on their documents will not need to save their work, as Drive will save each keystroke as the work is being completed. It will be the responsibility of the student to maintain the integrity of their files and keep proper backups. Students will be trained on proper file management procedures.

### **Personalizing the Chromebook:**

Students are allowed to personalize their devices as long as any personalization is appropriate and in accordance with the Acceptable Use Policy. Students may personalize their:

- Home screens
- Profiles
- Accessories (including protective cases)
- Accessibility settings
- appropriate music, photos, and videos (Referred to in the AUP)

Students may not personalize the device by/with:

- Stickers
- Paint
- Tape
- Writing/drawing on the device
- Anything that damages the device

Spot checks for compliance may be done by administration or other GEC staff at any time.

### **Software on Chromebooks:**

#### **Originally Installed Software:**

Chromebook software is delivered via the Chrome Web Store. These are web-based applications that do not require installation space on a hard drive. Some applications, such as Google Drive, are available for offline use. The software originally installed on the Chromebook must remain on the Chromebook in usable condition and easily accessible at all times.

All Chromebooks are supplied with the latest build of Google Chrome Operating System (OS), and many other applications useful in an educational environment. The Chrome OS will automatically install updates when the computer is shut down and restarted.

From time to time the school may add software applications for use in a particular course. This process will be automatic with virtually no impact on students. Applications that are no longer needed will automatically be removed by the school as well. Students who tamper with the software may lose the privilege of using the device altogether.

#### **Additional Software:**

Students should not install additional software on their Chromebook other than what has been approved by GEC.

All Google accounts are under the ownership of GISD. Therefore, we do not advise the purchase of apps using this account. We also do not recommend associating any credit card information with your Google account. GISD will not be held liable for any personal or credit card information that could be jeopardized, lost, misused or stolen.

#### **Inspection:**

Students may be selected at random to provide their Chromebook for inspection. The purpose for inspection will be to check for proper care and maintenance as well as inappropriate material being carried into the school.

#### **Procedure for Restoring the Chrome OS:**

In a One-to-One environment it is impossible for support staff to maintain a working environment for all if too much time is spent fixing every glitch that may arise. Restoring the Chrome OS will restore the device to the state in which the user originally received it. All student-created files stored on an external mini SD card, USB flash drive, or Google Drive will be intact after the operating system is restored. All files saved on the Chromebook that have been synced to Google Drive will be intact. However, all other data (music, photos, documents) *stored on internal memory that has NOT been synced* will not be restored unless the student requests that an attempt be made to salvage it.

### **Repairing or Replacing Your Chromebook:**

#### **Chromebooks Undergoing Repair:**

- Loaner Chromebooks may be issued to students when they leave their Chromebook for repair at the Main Office.
- Loans will be at the administrator's discretion; students have no guarantee they will be loaned a device.
- If repair is needed due to malicious damage, the school may refuse to provide a loaner Chromebook.
- Repaired Chromebooks may end up with the original factory image as first received. It is important that students keep their school data synced to cloud drives so documents and class projects will not be lost. Personal information that cannot be replaced should be kept at home on an external storage device or in the cloud.
- Students and parents may be charged for Chromebook damage that is a result of misuse or abusive handling. Parents may be billed for parts and labor.

#### **Manufacturer Warranty:**

Dependent upon the device

#### **Accidental Damage or Loss Protection:**

As part of the 1:1 Chromebook initiative at GEC, GEC is requiring the purchase of Chrome Care and Repair prior to the deployment distribution of the Chromebook to your child. GEC will be the sole provider of Chrome Care and Repair. Under Chrome Care and Repair the Chromebooks are protected against *accidental* damage or accidental loss. GEC will require that a police report be submitted in cases of theft within 10 days of the occurrence. The police report should be submitted within ten school days from the time the theft occurs. Fraudulent reporting of theft will be turned over to the police for prosecution. A student making a false report will also be subject to disciplinary action as outlined by the school discipline code.

Chrome Care and Repair does not cover for loss of the Chromebook and/or its accessories, cosmetic damage, or damages caused by intentional misuse and abuse. GEC will assess the Chromebook damage and repair or replace the device if the damage is determined to be accidental and within the protection guidelines.

**Parents/Students may be charged for full replacement cost of a device that has been damaged due to intentional misuse or abuse.**

## CHROMEBOOK CARE AND REPAIR

Genesee Early College requires that Chrome User Care and Repair be purchased prior to the distribution of the Chromebook to your child. The cost is \$30.00 annually for each Chromebook. Each claim covered by Chrome User Care and Repair will be assessed an incremental deductible. The first major repair will be \$25.00 with the cost increasing each time a claim is made within the current school year. If a student withdraws from GEC and then re-enrolls later in the current school year, the coverage purchased at the student's initial registration will be reinstated along with the number of claims made prior to withdrawal.

<b>Annual User Care and Repair Fee at Registration</b>	\$30 per device Nonrefundable
<b>Major Repair #1</b>	\$25
<b>Major Repair #2</b>	\$60
<b>Major Repair #3</b>	\$110
<b>Major Repair #4</b>	Full Price

Major repairs are defined as repairs more than \$110. Small repairs will be covered in the annual user care and repair fee.

### **Lost or Intentionally Damaged Device and Accessories:**

A Chromebook or any of its accessories that are lost (whereabouts unknown) or intentionally damaged is the responsibility of the student and parent involved in the loss of property. The user will not be given another device or accessory to use until the replacement cost of the lost/damaged device or accessory is paid to the school. **Parents/Students may be charged for full replacement cost of a device that has been damaged or lost.**

Replacement of the Chromebook (based on full retail price).

AC Adapter & power cord - \$20.00

The Staff at GEC are committed to the education to all students and we are aware that some parents/caregivers experience financial hardships during their child's enrollment at our school. In the event of financial hardships fee reductions will be determined on a case-by-case basis.

### Fee Reduction Procedure

1. An interview with the Principal is requested through the Secretary.
2. A request for a special consideration form is filled out by the parent/caregiver in conjunction with the Principal.
3. The Principal has the right to determine if the request is granted. Requests are determined on a case-by-case basis.
4. Unless prior arrangements have been made, Genesee Early College expects that fees will be paid by the due date. If there is a problem in meeting this deadline, a letter of explanation should be sent to the building administrator outlining the timeline for payments.
5. If a fee reduction is desired beyond the current year, new arrangements must be negotiated. Fee reductions last one (1) year only.

6. All fee reduction information is regarded as confidential, stored in a secure location and not disclosed to any other party.

### **Technology Acceptable Use:**

#### **General Guidelines:**

- Students will have access to forms of media and communication which is in support of education and research and in support of educational goals and objectives at GEC. Access to media and communication beyond these specific uses will not be supported or allowed.
- Students are responsible for their ethical and educational use of the technology resources of GEC.
- Access to GEC technology resources is a privilege and not a right. Each employee, student, and/or parent will be required to follow the rules of the district's Acceptable Use Policy. Violations of these rules will result in the loss of privileges as well as other disciplinary action as defined by the district's Acceptable Use Policy, Plan of Discipline, or other policies.
- Recognizing that it is impossible to define every instance of acceptable and unacceptable use, it will be at the discretion of the network administrator and/or school administration to use judgement as to what is acceptable in any undefined instances that may arise.
- Transmission of any material that is in violation of any federal or state law is prohibited. This includes, but is not limited to the following: confidential information, copyrighted material, threatening or obscene material, and computer viruses.
- Any attempt to alter data, the configuration of a computer, or the files of another user, without the consent of the individual, school administrator, or technology administrator, will be considered an act of vandalism and subject to disciplinary action in accordance with school discipline policy.
- All users of the district's technology resources and/or school network must sign the district Acceptable Use Policy and abide by the rules defined in the district's Acceptable Use Policy. This is in addition to the rules and policies that this document (Chromebook Policies and Guidelines) contains.

#### **Privacy and Safety:**

- Do not go into any chat rooms other than those set up by your teacher or mandated in other distance education courses.
- Do not open, use, or change computer files that do not belong to you.
- Do not reveal your full name, phone number, home address, social security number, credit card numbers, passwords, or passwords to other people.
- Remember that network storage is not guaranteed to be private or confidential. District Administration reserves the right to inspect your files at any time and will take the necessary steps if files are in violation of the district's Acceptable Use Policy.
- If you inadvertently access a website that contains obscene, pornographic, or otherwise offensive material, notify a teacher or the principal immediately so that such sites can be blocked from further access. This is not merely a request. It is a responsibility.

#### **Legal Propriety:**

- All students and staff must comply with trademark and copyright laws and all license agreements. Ignorance of the law is not immunity. If you are unsure, ask your teacher, school counselor or principal if you have questions.
- Plagiarism is a violation of GEC discipline code. Give credit to all sources used, whether quoted or summarized. This includes all forms of media on the Internet, such as graphics, movies, music, and text.

**School Email:**

- Students will be issued an email for academic and other school related reasons. This email access will be through a Google Gmail system managed by GEC. The interface is monitored and is subject to filtering of inappropriate content. Dual enrollment students may also have a university/college email address.
- Always use appropriate language.
- Do not transmit language/material that is profane, obscene, abusive, or offensive to others.
- Do not send mass e-mails, chain letters, or spam.
- No private chatting during class without permission is allowed.
- Email is subject to inspection at any time by school administration.
- Students will only be able to communicate with other GEC students and faculty.

**Photography, Recording, & Publishing**

- Students must ask permission before recording an individual or group, including students, staff, and the public.
- Students must obtain school permission to distribute/publish a photograph or video to a website, blog, social media, video hosting, or other digital publishing platform.

**Consequences:**

The student or staff member whose name a system account and/or computer hardware is issued will be responsible at all times for its appropriate use. Non-compliance with these policies or the district's Acceptable Use Policy will result in disciplinary action as outlined by the discipline code and/or other school policies for the user unless there is proof that another is responsible.

Electronic mail, network usage, and all stored files shall not be considered confidential and may be monitored at any time by the network administrator or other school administrators to ensure appropriate use. The district cooperates fully with local, state, or federal officials in any investigation concerning or relating to violations of computer crime laws.



## CHROMEBOOK USER EXPECTATION SIGN-OFF

- I will take good care of my Chromebook and know that I will be issued the same Chromebook each year.
- I will never leave my Chromebook unattended in an unsecured or unsupervised location.
- I will never loan out my Chromebook to other individuals.
- I will not sell, give away or pawn the Chromebook.
- I will know where my Chromebook is at all times.
- I will charge my Chromebook battery to full capacity each night.
- I will keep food and beverages away from my Chromebook since they may cause damage to the device.
- I will not disassemble any part of my Chromebook or attempt any repairs.
- I will protect my Chromebook by always carrying it in a secure manner to avoid damage.
- I will use my Chromebook in ways that are appropriate for education.
- I will not place decorations (stickers, markers, writing, etc.) on the Chromebook.
- I understand that the Chromebook I am issued is subject to inspection at any time without notice and remains the property of GEC.
- I will follow the policies outlined in the Chromebook Policies and Guidelines and the User Agreement while at school as well as outside the school day.
- I will file a police report in case of theft or damage caused by fire.
- I will be responsible for all damage or loss caused by neglect or abuse.
- I agree to pay the full replacement cost of my Chromebook, power cord/charger, in the event that any of these items are lost or intentionally damaged.
- I agree to return the Chromebook, power cord/charger in good working condition at the end of each school year.

Printed Student Name: \_\_\_\_\_

Student Signature: \_\_\_\_\_

Printed Parent Name \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## STUDENT/PARENT CHROMEBOOK SIGNATURE PAGE

### Student Information

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

### Parent Information

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

### Technology Acceptable Use Agreement

#### Student Agreement

Rules and regulations are necessary in order to offer technology opportunities to the students. In order to use technology resources, I agree to abide by GEC Chromebook Policies and Guidelines and the User Agreement as stated in this document.

**Student Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

#### Parent/Guardian Agreement

In consideration of the privileges and opportunities afforded by the use of GEC technology and computer resources, I hereby release GEC and its agents from any and all claims of any nature arising from my student's use or inability to use GEC technology and computer resources. I will support my child in the care and use of their assigned Chromebook.

**Parent Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## CHROMEBOOK STUDENT/PARENT USE AGREEMENT

*Genesee Early College*

*Student/Parent Chromebook Use Agreement 2015-2016*

In this agreement, "Chromebook" means Chromebook and all its components, software, battery, and charger.

**Parent and Student please initial each section:**

Terms: You agree to pay a \$30 annual device Chrome Care and Repair premium per year. You will comply at all times with GEC Chromebook Policies and Guidelines as well as GEC Technology Acceptable Use Policy. Any Failure to comply may terminate your rights of possession effectively immediately and the school may repossess the property. Chromebooks are assigned to a single individual and are not to be shared. Students will return their issued Chromebook at the end of every year (with their name matching the assigned identification number). Parent Initials: Student Initials:
Title: Legal title to the Chromebook is GEC and it shall remain with GEC. The student's right of possession and use is limited to and conditioned upon full and complete compliance with this User Agreement and the Chromebook Policies and Guidelines. Parent Initials: Student Initials:
Loss or Damage: If the property is accidentally damaged or incurs loss due to an act of nature, GEC will assess the Chromebook damage and repair or replace the device under the accidental loss or damage policy. If the property is stolen, a police report must be filed by the student or student's parents/guardians involved in the loss of property within 10 days of the occurrence. Loss or theft of the property must be reported to the School District by the next school day after the occurrence. Fraudulent reporting of theft will be turned over to the police for prosecution. Parent Initials: Student Initials:
Repossession: Students not complying with all terms of this User Agreement and the Chromebook Policies and Guidelines, including the timely return of the property, will be declared to be in default and authorities may be sent to your place of residence or other location of the Chromebook to take possession. Parent Initials: Student Initials:
Term of Agreement: Your right to use and possession of the property terminates no later than the last day of classes during the school year unless earlier terminated by GEC or upon student withdrawal from GEC. Parent Initials: Student Initials:
Appropriation: Your failure to timely return the property and the continued use of it for non-school purposes without the school's consent will be considered unlawful appropriation of school property. Parent Initials: Student Initials:



## STUDENT DIRECTORY INFORMATION OPT-OUT FORM

"Directory information" is information contained in a student's education record that is not generally considered harmful or an invasion of privacy if disclosed. The Board has designated the following information about each student as "directory information":

- Student name
- Participation in officially recognized activities and sports

Directory information will not be provided to a for-profit business entity.

If you **do not** want your student's directory information released for one or more of the purposes listed below, please return the completed and signed form to your student's school office [within first 30 days of school year]. Your opt-out request will be recorded in the ISD's student information system. If you do not wish to opt-out of any of the above common uses, you do not need to return this form or take any other action.

The Genesee ISD **may not** share/use my student's directory information for the following purposes:

- ☐ ISD publications, including but not limited to yearbook, graduation program, theater playbill, athletic team or activity roster, newsletter.
- ☐ Prospective employers for the student.
- ☐ School PTO or parent organization.

Federal and State law require the District to release a secondary school student's name, address, and telephone number to U.S. Military recruiters and institutions of higher education upon request. If you do not want your student's information released for one or both of those purposes, please check one or both of the boxes below:

- ☐ Do not release my student's name, address, or telephone number to U.S. Military recruiters without my prior written consent.
- ☐ Do not release my student's name, address, or telephone number to institutions of higher education without my prior written consent.

\_\_\_\_\_  
Print Student's Name & School

\_\_\_\_\_  
Print Name of Person Signing & Relationship to Student

\_\_\_\_\_  
Signature of Parent/Guardian/Adult Student

\_\_\_\_\_  
Date