

penrose academy

STUDENT CODE OF CONDUCT

This code of conduct guides students in personal behavior that reflects Penrose Academy's mission and culture. It supports and maintains a professional, safe, and healthy learning environment that promotes students' academic, social, and professional growth.

While attending school during regular hours or participating in school-sponsored activities, students are expected to:

- **Practice Professionalism:** Commit to education and engage respectfully and honestly with the Penrose community.
- **Be Accountable:** Take responsibility for personal success and handle critical feedback constructively.
- **Stay Engaged:** Prioritize learning, minimize distractions, and be prepared and punctual for classes and clinical sessions.
- **Maintain Respect:** Use school-appropriate language and behavior, follow educator instructions, and respect classroom rules and expectations.
- **Support Others:** Encourage fellow students and avoid becoming a distraction.
- **Value Attendance:** Regular attendance is crucial for success and to maximize educational benefits.

PROHIBITED CONDUCT

Sex-Based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

- 1) **Unwelcome Conduct** determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to Penrose Academy's Education Program or Activity. Such conduct may include, but is not limited to, unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, sexual exploitation sexual coercion, sexual touching, and fondling, the touching of an unwilling person's intimate parts, and forcing an unwilling person to touch another's intimate parts.
- 2) **Quid Pro Quo Harassment.** An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- 3) **VAWA Offenses.** Domestic violence, dating violence, sexual assault, and stalking. (as defined in VAWA -34 U.S.C. § 12291)

Specific offenses.

- i. **Sexual Assault** meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
- ii. **Dating Violence** means violence committed by a person:
 - a) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b) Where the existence of such a relationship shall be determined based on a consideration of the following factors:

1. The length of the relationship;
 2. The type of relationship; and
 3. The frequency of interaction between the persons involved in the relationship;
- iii. **Domestic Violence** meaning felony or misdemeanor crimes committed by a person who:
 - a) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
 - b) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - c) Shares a child in common with the victim; or
 - d) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or
 - iv. **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - a) Fear for the person's safety or the safety of others; or
 - b) Suffer substantial emotional distress.
- 1) **Hostile Environment Harassment.** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - i. The degree to which the conduct affected the complainant's ability to access the recipient's education program or activity;
 - ii. The type, frequency, and duration of the conduct;
 - iii. The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - iv. The location of the conduct and the context in which the conduct occurred; and
 - v. Other sex-based harassment in the recipient's education program or activity.
 - 2) **Sexual Misconduct Offenses:**
 - Actions that constitute sexual misconduct include, but are not limited to, inappropriate comments, jokes, gestures, and the posting of images. This conduct is defined as any unwanted and distressful behavior that is sexual in nature, including harassment, bullying, or victimization.
 - 3) **Discrimination:**
 - Prohibited based on race, color, national origin (Title VI of the Civil Rights Act of 1964), sex (Title IX of the Education Amendments of 1972), disability (Section 504 of the Rehabilitation Act of 1973), and age.
 - 4) **Retaliation Offenses:**
 - Intimidation, threats, coercion, or discrimination against individuals who participate in grievance procedures or report violations is strictly prohibited.
 - 5) **False Statements:**
 - Knowingly making false statements or submitting false information during the grievance process is prohibited.
 - Making false statements or providing false information to Penrose Academy personnel is prohibited.
 - 6) **Weapons and Violence:**
 - The possession of weapons on campus, including vehicles, is strictly prohibited. The use of firearms imposes severe disciplinary sanctions, including legal action. Engaging in acts of

violence, including physical harm, bodily harm, or threatening the safety of another student or Penrose Academy employee, is prohibited.

7) **Audio/Video Recording:**

- Videotaping and audio recordings are not allowed at any time unless approved by the President. Photography of another student and/or guests may occur only with the permission of students and/or guests.

8) **Bullying:**

- Bullying, defined as any harmful or intimidating behavior communicated via verbal, physical, or by electronic means.

9) **Drugs, Alcohol and Tobacco:**

- Manufacturing, distribution, dispensing, possession, or use of drugs (including medical marijuana), alcohol, or related paraphernalia on campus, including any property owned or leased by Penrose Academy, as well as during any academy activities. Prescription and over-the-counter medications are permitted, provided they do not impair safe participation in academy activities.
- Use of all tobacco products, including e-cigarettes and vaping, is prohibited on campus.

10) **Disruptive Behavior:**

- Any actions or behaviors that significantly interfere with the normal operations of the environment, obstruct the learning or work of others, or create an atmosphere of intimidation, hostility, or undue stress are prohibited. This includes but is not limited to, loud or repeated interruptions, physical or verbal aggression, obstructive or inappropriate use of technology, and refusal to follow established guidelines or directives.

11) **Academic Dishonesty:**

- Cheating or plagiarizing is prohibited. This includes, but is not limited to, giving and receiving answers; unauthorized use of external assistance, resources, or materials that are not explicitly permitted; copying the work of others; falsifying data or records; collaborating in an unauthorized manner; and using technology in prohibited ways during assessments or assignments.

12) **Other Prohibited Conduct:**

- Using profane, obscene, or ethnically offensive language
- Possessing pornographic material
- Theft (from another student or Penrose Academy)
- Gambling on campus

DISCIPLINARY SANCTIONS

Students who commit these serious offenses will face strong disciplinary sanctions. Some of these offenses violate state and federal laws, and many of them directly threaten the well-being and safety of the students or the Penrose Academy community.

Upon determination that violations of prohibited conduct have occurred, the following disciplinary sanctions may be imposed:

- Warning
- Early dismissal
- Suspension
- Termination of enrollment

Suspension includes suspension from campus and all school activities during the suspension period.