

**AGBU MANOOGIAN-DEMIRDJIAN SCHOOL**  
**ՀԲԸՄ Մանուկեան-Տեմիրճեան Վարժարան**



**Middle and High School**  
**Parent and Student Handbook**  
**2025-2026**

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## About AGBU Manoogian-Demirdjian School

AGBU Manoogian-Demirdjian School ("AGBU" or "school") is located in the heart of the San Fernando Valley. It was established in 1976 as St. Peter-AGBU School, with an enrollment of 19 students and a staff of three teachers. In 1986, a closed public school in Canoga Park was bought by AGBU and became the school's permanent campus.

The school is part of an international network of schools owned and operated by a worldwide philanthropic organization called the Armenian General Benevolent Union (AGBU), headquartered in New York. AGBU is a non-political and non-sectarian educational and cultural organization.

The school has its own governing Board of Trustees, appointed by the AGBU Central Board, which sets policies and oversees school operations. All policy-related matters must be approved by the governing board before implementation. The school administration and faculty are accountable to the school's Board of Trustees for the performance of their job duties.

AGBU Manoogian-Demirdjian School is committed to developing academically well-prepared, value-oriented, well-balanced, and technologically proficient graduates who will function properly and successfully in a changing world. School programs intend to educate the whole person and meet all students' needs in a caring environment where they can use multiple facets of their intelligence and talents.

The school is committed to imparting a progressive curriculum beginning in Kindergarten and an enriched college-preparatory course of studies in middle school and high school. Effective learning habits, working cooperatively, and goal-setting abilities are stressed in all subject areas. The curriculum is in line with CA Content Standards, meeting the requirements of a college-preparatory high school and accommodating the varying needs of all students. The school's educational program fosters understanding, articulation, and application of all acquired knowledge and skills, to ensure student success in higher education and in lifelong careers.

Teachers, support staff, administrators, governing bodies, and parents work cooperatively, facilitating the learning and maturing process of all students and providing them with the support and encouragement needed to become successful learners. It is the school community's expectation that all graduates pursue higher education at the conclusion of their schooling at AGBU Manoogian-Demirdjian School. The school believes that an emphasis on high academic expectations, ethical and social responsibility, caring for one's physical well-being, and respect for our resources and environment will prepare well-rounded and successful community members in the future.

Technology and its application in student learning are an integral part of school programs throughout the grade levels. The development of computer skills and use of the internet provides students with the means to function in today's and tomorrow's society. It also equips students with communication and researching skills, giving them the capability to gather information independently and expand their knowledge base in any subject area.

The Armenian program enables students to learn the language and history, as well as to gain appreciation for our cultural traditions and rich heritage. The enrichment derived from the Armenian program is intended to make students more aware of their identities and gain deeper understanding of their own uniqueness to help develop their solid understanding of who they are and where they come from to be able to appreciate the various cultures and traditions of our community and the world, effectively developing into global citizens who appreciate their identity and others' identities living in our community, instilling respect and appreciation of different cultures and traditions in our world.

The Visual and Performing Arts program allows students to develop their creative talents and cooperative interaction with classmates as they work towards major performances. We believe students can achieve a genuine sense of accomplishment and self-worth through involvement in a variety of elective classes and

organized extracurricular activities, including sports and athletic competitions, clubs, student government, and community service.

The great majority of students at AGBU Manoogian-Demirdjian School come from the San Fernando Valley. Most parents are professionals, small business owners, craftsmen, and salaried employees who meet their financial obligations to the school with some degree of sacrifice. They make the additional effort and expense to send their children to a private school, and they expect in return a demanding, college preparatory education that will give their sons and daughters the skills necessary to compete at the university level and in the workplace.

The school recognizes that, although the Armenian community is composed of families from all over the world, Armenians share the same cultural traditions and Christian heritage. Therefore, Armenian culture is celebrated in several ways across the curriculum and in the daily life of a student. Students recite a prayer and pledge in Armenian, as well as the United States Pledge of Allegiance. Several cultural assemblies are held throughout the year featuring presentations in the Armenian and English languages, as well as dance performances and musical concerts. There are also several Armenian holidays celebrated throughout the year with the school closing for those specific days. Refer to the Master Calendar posted on the school website at the start of each school year for a specific listing of these dates and events.

AGBU Manoogian-Demirdjian School is fully accredited by the Western Association of Schools and Colleges (WASC) for the full six-year term in the 2000-2001, 2006-2007, 2012-2013, 2018-2019 and 2024-2025 school years.

### ***School Philosophy***

At AGBU Manoogian-Demirdjian School, we believe that education is a dynamic and collaborative journey that thrives on the principles of proactivity, commitment, and partnership. Our philosophy is rooted in the conviction that every student has the potential to achieve excellence, and it is our responsibility as educators, parents, and community members to nurture this potential through intentional actions, unwavering dedication, and meaningful collaboration.

We at AGBU MDS believe our students need and deserve a genuine partnership to help them grow into their potential as both students and citizens of the school, community, and world. Akin to a three-legged stool, this relationship must include the:

1. Family
2. School
3. Student

If one of the legs is missing, the stool topples. If one is loose, shorter, or longer, the stool wobbles and is unstable. All three legs must be present and solid. Each of us has a crucial role. Our students are not to be acted upon, but acted with, in their own upbringing. This approach guides them to self-efficacy, self-regulation, and good, healthy decision making. Our collective aim is to move from compliance with rules, to commitment to success, holding ourselves and one another to a higher standard. At the core, are the healthy values that will guide them in school and in life beyond school. This requires full and transparent partnership with parents and caregivers, strengthening our sense of community within and outside of school.

We foster a culture of initiative and forward-thinking in our students, staff, and community. By anticipating challenges and opportunities, we empower our students to take ownership of their learning journey, develop critical thinking skills, and actively engage in their academic and personal growth. We encourage a mindset of continuous improvement and adaptability, preparing our students to navigate an ever-changing world with confidence and resilience.

Our commitment to excellence is reflected in every aspect of our educational approach. We hold ourselves to the highest standards, ensuring that our students receive a comprehensive, rigorous, and holistic education.

We are dedicated to cultivating a learning environment that is inclusive, supportive, and conducive to the intellectual, emotional, and social development of each student. Our staff, students, and families are all committed to upholding the values of integrity, perseverance, and respect in all our endeavors.

At AGBU Manoogian-Demirdjian School, we are dedicated to cultivating proactive, committed, and collaborative individuals who are equipped to make meaningful contributions to society. Together, we strive to inspire a love of learning, a sense of responsibility, and a commitment to making the world a better place. We look forward to working together.

### ***Mission Statement***

AGBU Manoogian-Demirdjian School is a preschool through twelfth-grade school committed to instilling Armenian heritage and fostering academic excellence in a safe and nurturing learning environment. Our college preparatory program inspires students to become critical thinkers who value their Armenian culture and identity, and are equipped to face the ever-changing world.

### ***Vision Statement***

AGBU Manoogian-Demirdjian School is committed to being a premier school for educating and developing the character and intellect of Armenian youth.

### ***Pillars***



### ***AGBU MDS Schoolwide Learner Outcomes (SLOs)***

It is the expectation of AGBU DHS school administrators and personnel that students:

#### **SLO 1 | Armenian Heritage**

Become individuals informed of their Armenian cultural heritage who:

- Acquire knowledge of Armenian language, literature, religion, and history
- Value the riches of Armenian culture
- Contribute to the Armenian community in the diaspora and in the homeland
- Embody the Armenian-American identity

#### **SLO 2 | Academic Excellence**

Become academically skilled learners and independent thinkers who:

- Acquire a strong academic foundation
- Develop effective study skills and self-initiated learning
- Work collaboratively and analytically

- Demonstrate effective communication through verbal, written, artistic, and technological modes of expression

### **SLO 3 | School Culture**

Become socially developed and productive global citizens who:

- Understand individual and civic responsibilities
- Embrace individual views and cultural differences
- Exhibit compassion and empathy in academic and social settings
- Contribute time, skills, and talents to improve the community at large

## **Demirdjian Middle & High School**

The policies and procedures set forth in this Parent Student Handbook ("Handbook") apply to parents and students of the Sarkis & Seta Demirdjian High School, AGBU's middle and high school division, which encompasses 6th through 12th grade. For purposes of this Handbook, the Sarkis & Seta Demirdjian Middle & High School will be referred to as "the school" or "AGBU DHS."

At AGBU DHS, young Armenian leaders are encouraged to pursue their passions, challenge themselves academically, and create bonds that last a lifetime. Our teachers and programs are dedicated to equipping students with critical thinking skills, and preparing them for success far beyond their high school career.

### ***Amendments/Modifications***

This Parent and Student Handbook ("Handbook") is intended to serve only as a guide to the school's general policies and procedures. AGBU DHS reserves the right to interpret, amend, modify, change, cancel, or withdraw any or all sections or provisions of this Handbook at any time. Any change shall become effective upon re-issue of this Handbook. No person (including, but not limited to any employee, board member, officer, or Director of the school) is authorized to make oral modifications to this Handbook.

### ***Definitions***

For purposes of this Handbook:

1. "Parent" refers to a child's parent(s) or authorized representative(s). An "authorized representative" means any person or entity authorized by law to act on behalf of any child. This may include a legal guardian, a conservator, or a public placement agency.
2. "School Personnel" refers to all employees including staff (including custodial, nursing, and counseling staff), faculty/teachers, and administration.

## **Admission Requirements**

New students will be enrolled based on the following admission procedures:

- Step 1: Complete application form; submit complete transcripts (GPA 2.5 or better); submit any Individualized Educational Program ("IEP") agreements and disciplinary records;
- Step 2: Take entrance examination;
- Step 3: Participate in an interview with the administration;
- Step 4: Submit birth certificate and medical records; pay registration fees; sign financial agreement. The school has scholarship and financial aid programs, which are both need-based and merit-based for new and continuing students.

## **Communication & Parent Partnership**

### ***Parent Communication***

Regular circulars are emailed to parents containing details and information about upcoming school activities and events, student accomplishments, Parent Association and subcommittee functions, and other matters pertaining to school life. Parents are urged to thoroughly review the information shared, as it is a very important medium of communication with the school.

The school values ongoing communication with parents to meet student needs. To encourage open communication, teachers communicate with parents through the use of email. Parents may also obtain information about their child's progress and other school issues through a variety of communication channels including the school website, Back-to-School Nights, personal conferences with teachers by appointment, and Google Classroom. The school also utilizes a web-based program ([MyAGBUMDS](#)) to give parents and students continuous access to grades and school news, and other information.

If there are issues to be resolved, parents should contact:

1. Teachers for matters related to a specific class;
2. Department Chairs for matters that cannot be attended to by a teacher in a given class or subject area;
3. Counselors for personal/social or college/career related matters;
4. Dean of Students for matters related to discipline, conduct, and attendance related issues;
5. The Principal if an issue requires more guidance than can be provided by the school staff identified above.

### ***Parent Conduct Policy***

Parents are expected to work courteously and cooperatively with the school to assist students in meeting academic and behavioral expectations. Parents may respectfully express concerns about school operation and personnel. However, they should not do so in a manner that is discourteous, scandalous, rumor-driven, disruptive, hostile, threatening, or divisive. Any parent who insults or abuses any employee of the school, volunteers of the school, another parent, guest speakers, presenters, or any contractor associated with the school, on school premises, adjacent to school premises, or some other location in connection with school activities, risks the enrollment of his/her child in the school.

In the event that any parent engages in any type of unacceptable conduct towards school employees, volunteers, parents, or any other contractor associated with the school, the school will apply some or all of the following measures as appropriate:

- Prohibit personal contact with school personnel (including employees, volunteers, other parents, etc.);
- Report threats of bodily harm, actual bodily harm, or any other illegal activity to the appropriate local, state or federal authorities;
- Withdraw their child's enrollment from the school; and/or
- Take any other action deemed appropriate under the circumstances.

For purposes of this policy, "unacceptable conduct" includes, but is not limited to any of the following:

- Insulting, abusive, or unprofessional conduct towards school employees, volunteers, parents, or any other contractor associated with the school. This applies whether the insulting, abusive, and/or unprofessional communication is telephonically, online (e-mail, social media, or any online forum), on the school premises, adjacent to the school premises, or some other location in connection with school activities;
- Threats or actual bodily harm or illegal activity against school employees, volunteers, parents, or any other contractor associated with the school;

- Any type of harassment, including: harassment based on age, sexual orientation, race; sexual harassment (including but not limited to inappropriate touching, sexual flirtations, advances or propositions, displaying sexually suggestive objects or pictures; verbal abuse; fighting, kicking, or other physical harm or attempted harm; making false, vicious, or malicious statements about another school employee, volunteer, parent, or any other contractor associated with the school; abusive, vulgar language; yelling or speaking in an aggressive raised voice; uncivil conduct or failure to maintain satisfactory working relationships with another school employee, volunteer, parent, or any other contractor associated with the school; immoral conduct or indecency; making unsubstantiated, malicious, embarrassing or false claims against another school employee, volunteer, parent, or any other contractor associated with the school;
- Deliberate or repeated violations of security procedures or safety rules;
- Deliberate or repeated violations of policies and procedures in this Handbook;
- Conducting or attempting to conduct or engage in any fraudulent, dishonest or deceptive activity of any kind;
- Any other act which endangers the safety, health or well-being of another.

**The school does not have a progressive warning policy.** Accordingly, the school reserves the right to determine, at its discretion, when conduct is of such a severe nature as to warrant immediate action without warning and without an intermediate step. For example, a parent may be required to withdraw their child's enrollment immediately if they are uncooperative and disruptive behavior diminishes the effectiveness of the education process to such a degree that continuation of the child in the school is impossible.

## **Health & Wellness**

### ***Health Policies and Procedures***

#### **General**

The school has a full-time nurse on staff to address students' medical concerns. Any questions, concerns, or developments you have regarding your child's health should be directed to the school nurse. The school's health policies below provide information about the protocols the school will implement to address a student's health concerns, depending on the student's individual circumstance.

#### **Insurance**

**Primary Insurance:** All students must be covered by a verifiable health insurance plan through their parent(s). The School reserves the right to request proof of coverage.

**Secondary Insurance:** The school also has insurance which assists in the medical expenses incurred for accidental bodily injury sustained by students while attending school, while traveling to and from school, or while participating solely in school-sponsored and supervised activities. This is a secondary insurance policy after the parent(s)' primary insurance.

#### **Sick Policies**

All students' health is a matter of major importance. A student must stay home if he/she has any of the following symptoms:

- Fever over 100.4 degrees Fahrenheit
- Red throat or earache
- Runny nose, watery eyes, or constant cough
- Vomiting
- Diarrhea
- Nausea or severe stomach cramps
- Unusual yellow color to skin or eyes

- Yellow or green mucus
- Draining eye (pink eye or sinus infection)
- Difficulty breathing or wheezing
- Unexplained rash or skin eruption
- Contagious diseases
- If the student acts listless, drowsy, has a headache, flushed face, lack of appetite, or shows any behavior that is out of the ordinary

The following protocols will be followed if a student presents symptoms of illness:

- A student with symptoms of possible illness will be sent to the school nurse's office. If the nurse deems it appropriate, the student's parent will be called to take him/her home.
- If the nurse takes the student's temperature, and if he/she has a temperature of 100 degrees Fahrenheit or higher, the parent will be called to take him/her home.
- If required, the school nurse will administer medication, provided the nurse has received written authorization from the student's parent and/or a physician.
- A student with a contagious illness will be excluded from the school until no longer contagious, as to not expose other students. A physician's note or the school nurse's approval is needed for a student with a contagious illness to return to school.
- A student on prescription medication must stay home until symptoms are gone.
- If your child contracts a contagious illness, please notify the school so that the school can inform the other parents.

### **Accident or Emergency Procedures**

If your child suffers a minor injury at the school, the nurse will administer simple first aid, such as washing the injury, applying ice, and bandaging.

In the event of a more serious injury that may require medical services, the following procedure will be followed:

1. Call parent or guardian.
2. If a parent or guardian cannot be reached, the school will call one of the persons listed on the Emergency Contact Form.
3. In the case that the above two fail, the school will call an ambulance or paramedic team and have the child taken to the emergency room. A staff person will accompany the child in the paramedics van or ambulance.
4. If an injury is severe, the school will call 911 first and then attempt to reach you and/or your emergency contacts. If necessary, the student will be taken to the nearest emergency hospital.
5. All serious injuries will be recorded on the school's Injury Report form.

Please note any and all expenses incurred as to #3 and #4 will first be borne by the child's family and their insurance policy. Any additional expenses will be covered by the School's insurance policy.

### **Medication**

If your child requires medication while in school:

- Prescription medication: the medication must be brought to school by the parent, clearly marked and in its original container, with the child's name, dosage, and time to be administered and given to the school nurse.
- Over the counter medication: the school nurse will administer over-the-counter medication, with parent's written or verbal authorization. The nurse's office has over-the-counter medication such as

Tylenol, Aspirin, Advil, etc. Students should not be in the possession of any medication while on campus.

## **Lice**

The nurse will also periodically check the students' hair for lice. If lice is found, the nurse will notify the student's parents.

You must notify us if your child has lice. If your child is sent home with nits and lice, he/she will NOT be allowed back to school until all nits and lice have been removed. Students who have had lice or nits must be checked and cleared through the school nurse prior to returning to their classroom.

## **Allergies**

Parents should notify the nurse and administration about any allergies and provide a doctor's note. The nurse will document the student's allergies and any medications the student may require, including the administration of an Epi-pen. The documentation will be kept in the nurse's office, and the student's teachers will be notified to take all precautionary measures.

## **Immunizations**

California law requires that students be immunized against certain diseases based on their age group and provide health records prior to admission.

Pursuant to SB 277 signed by Governor Jerry Brown, California no longer recognizes "personal beliefs" as an exemption for immunizations. In special cases in which a child is under-immunized because of a medical condition, a written statement is required from the child's physician (medical exemption). The physician's statement must provide the duration of the medical exemption and the reason for the medical exemption. All parents must submit a physician's statement for this medical exemption to the school nurse, and prior to admission. The School will review the exemption and communicate its decision to the parent. Students who do not have immunization records on file and/or an authorized medical exemption will not be allowed to attend the school unless he or she receives the required immunizations.

## ***Food Services & Deliveries***

### **Cafeteria (Café Charles)**

The school cafeteria serves fresh breakfast, snacks, and hot lunch every day. The cafeteria crew prepares health conscious meals based on a menu that changes every month. Students are expected to demonstrate proper lunchroom manners, clean up after eating, and show consideration for supervising adults and cafeteria staff. Littering is prohibited and students are expected to pick up after themselves. Students may use shaded outdoor eating areas to eat their meal.

To make food purchases, students are required to have an account set up with the school's online LunchTime® system. Parents must ensure there are sufficient funds available for the student to use. Cash payments will not be accepted. Parents will be notified of any outstanding balance on their child's LunchTime® account and must promptly pay the balance.

### **Food Deliveries**

Food (i.e. meals, beverages) deliveries are strictly prohibited from being ordered & delivered to campus prior to 3:05 p.m. on a school day. Such deliveries will not be permitted on campus.

## ***Counseling & Learning Support***

### **Counseling Services**

AGBU MDS provides academic/behavioral/social/emotional counseling for students to facilitate student development in academic, behavioral, developmental, and social/emotional areas through the school counselor. Students may be referred to counseling services by a student and/or parent. A student may also refer themselves to counseling services. The school counselor plans, implements, and evaluates developmentally appropriate guidance programs that address the needs and priorities of the school and each student. Students are referred to the school counselor by teachers and/or parents, or they may seek counseling on their own. Students see the counselor for a variety of concerns, including but not limited to, academic achievement, behavior issues, support services, potential crisis, and/or any other matters that may be impeding their progress in the school.

Services may be offered on an individual, small group, and/or classroom basis, depending on the needs of the student/class. Individual counseling sessions may be appropriate for students who need further intervention. Support groups are offered to students throughout the year to support and enhance the development of personal skills and to promote educational success. Student support groups provide students with opportunities to learn about their abilities and interests, develop positive relationships, take responsibility for their behavior, make effective decisions, and express feelings in healthy ways. School-based interventions are also implemented where the school counselor conducts classroom guidance lessons aligned with social development competencies, based on students' needs, teacher concerns, and related data.

The school counselor and teachers reassure all students that issues discussed in the counselor's office are confidential, unless the counselor sees a need to inform school personnel, or the appropriate authorities, in cases of potential harm to self or others.

Counseling services are available to all students through a three-tiered system for intervention, as set forth below.

**TIER 1:** Tier 1 interventions occur within the classroom. Students who refer themselves to counseling or who are referred by a teacher and/or parent are subject to an initial evaluation. The evaluation encompasses a meeting between the teacher and parent, a meeting with the student, and a formal observation by the counselor. During this formal observation, the counselor assesses and monitors the student.

If a student requires additional intervention outside the classroom environment, the school will implement Tier 2 interventions, as set forth below.

**TIER 2:** Based on information obtained during the initial evaluation in Tier 1, all or some of the following steps may be taken, depending on the nature and extent of the student's behavior:

- A. Additional monitoring by the counselor, which may include additional visits to the classroom and hands on intervention by the counselor;
- B. Referral to a student support group; and/or
- C. Referral to an individual session (or sessions) with the counselor

If the school determines that additional counseling services are needed due to the nature and extent of the student's behavior, the school will implement Tier 3 interventions, as set forth below.

**TIER 3:** At the Tier 3 level, a formal referral for comprehensive assessment will be offered to assist in identifying the student's strengths/weaknesses and area(s) of need. Once identified, a formal Academic Support Plan (ASP), Behavioral Support Plan (BSP) and/or an Individualized Education Plan (IEP) will be put into place, depending on the student's needs.

Please note the school does not have a progressive counseling policy. The nature of services provided will depend on the needs of the student and/or the student's progress in earlier interventions. For example, a

student may need Tier 2 or Tier 3 interventions immediately, depending on his/her needs. The counselor will use his/her discretion to determine the most appropriate steps to assess the student's, teacher's, and/or parent's concerns.

### **Learning Diverse Students**

In the event that a student requires accommodation(s), a comprehensive psychoeducational evaluation alongside a formal professional diagnosis is warranted prior to the implementation of any support plan/accommodations.. AGBU DHS does not discriminate against students with diverse learning needs and/or other disabilities and will provide accommodations and support to students so long as the resources, programs, facilities, personnel, and expertise required to meet the student's current needs are within the scope of the institution.

Parents who believe their child's needs warrant academic and/or behavioral accommodations may contact the counseling office. The counselor will assist parents in obtaining the appropriate documentation/assessment needed to justify the requested accommodation(s) through a formal IEP and/or 504 Plan.

### **College Counseling**

AGBU DHS students move on to college as a natural continuation of their studies. To meet this goal, the School provides a comprehensive college counseling program beginning in the 9th grade. Students and parents are advised about curriculum plans that will affect future college and career options. Juniors and seniors, both individually and in small groups, meet with the college counselor to discuss and plan the various aspects of the university/college application and admission process, as well as to learn about financial aid opportunities. Parents and students attend informational and planning sessions organized by the college counseling office to facilitate the smooth transition of our students from high school to college.

The college counseling office provides resources needed for the college search and application process. Reference books, college catalogs and publications are available for use by students. The college counselor also schedules college representative visitations, guest speakers, and workshops throughout the year.

### **Academics**

AGBU DHS offers a challenging and enriching academic program for all grade levels. Parents should realize that the school's academic programs are demanding and require sustained levels of student concentration, effort, and motivation, as well as daily home support.

#### ***Academic Standards and Academic Probation***

AGBU DHS students are expected to report to school on time and well-prepared, be ready for instruction at the bell, participate in class work and discussions, complete all homework assignments as per the one week learning plan (OWLP), take advantage of faculty office hours, and attend after-school tutoring sessions as needed. The school requires rigorous and consistent effort from all students. AGBU DHS scholars should demonstrate academic integrity in their work habits and schoolwork.

Students are required to maintain an academic standing of 2.4 or above throughout the academic year. Students who fall below this GPA requirement and/or receive two or more "F's" in core subject areas, at the 5 week reporting period will be placed on Academic Review for the remainder of the semester until they clear at the Semester mark. Students who present with a GPA below 2.4 at the 10, 15 and/or 20 week mark will be placed on academic probation, and will need to maintain a 2.4 GPA for a full semester term in order to clear their probationary status. During this probationary period, the school will make every effort to ensure student success with regards to academic improvement, which may include routine check-ups with the school counselor, academic counseling, alongside ongoing teacher/parent consultation by the school counselor. If a student does not achieve a GPA of 2.4 or higher at each 5 week reporting period, and/or continues to receive two or more "F's" in core subjects by the end of the academic year, he/she will jeopardize registration for the

following school year and will not be eligible for re-enrollment for the following school year. Please note, students who fall into academic probation, clear their probation and then fall into probation again (meaning placed on probation more than 2 times throughout their academic journey at AGBU DHS) will not be eligible to re-enrollment. Students placed on academic review and/or academic probation are provided with formal support/intervention and a contract outlining goals/objectives/terms and conditions in order for students to clear their probationary status. The school will take several factors into consideration when determining whether a student can enroll for the following school year, including disciplinary record, improvement of GPA, implementation and utilization of an academic support plan and support services, since the student was notified of academic probation, and the student's overall commitment to improvement.

A semester grade of "D" or "F" in core subjects (Math, English, Science, History, and Armenian) must be addressed before the next academic year begins. At times, the school may offer the necessary summer school classes. However, in the event that a necessary class is not offered, students may request to enroll in the appropriate classes at other educational institutions, including those that provide coursework in an online format. These requests will be reviewed and approved by the school counseling department to ensure the course outline, format, content and level of integrity involved is equivalent to school expectations.

### ***Homework***

Daily homework is a requirement for all students. It aims to reinforce the content of subjects taught in the classroom and to sharpen newly acquired skills. It helps develop sound home study habits and fosters the valuable practice of independent work. Middle and high school students are provided one week-schedules (OWS) of assignments, quizzes, and tests, which can be accessed on Google Classroom for each subject/class.

### ***Testing***

Students are tested at regular intervals, depending on the subject and at the teacher's discretion. A teacher may quiz students at any time, whether it is planned or unannounced. In case of an absence, it is the student's responsibility to meet with the teacher and schedule a make-up quiz or test within the school's established attendance and make-up timeline (number of days absent, equals number of days allotted for makeup testing). Should there be a situation where a student is absent and/or requires leave for an extended period of time (greater than 3 consecutive days), the family/student should contact the counseling office in order to obtain alternative accommodations and arrangements to meet the student's current area of need.

Each year a series of standardized tests are taken by students at AGBU DHS to assist teachers and parents in assessing the progress, strengths, and needs of students in different academic areas. Freshmen, Sophomores, and Juniors may elect to take the PSAT on campus. DHS students in grades 6-10 participate in the NWEA testing sessions three (3) times a year.

Students who are enrolled in Advanced Placement (AP) courses are required to take the AP exam. Students who do not take the AP exam will not receive college credit for the AP course. Testing takes place in May of each year.

### ***Evaluation***

The school evaluates each student on a broad assessment basis, which includes the outcomes of tests and quizzes, projects, performances, presentations, homework, classwork, effort/improvement, and other applicable factors. Absences and tardiness from class impact the student's learning and grades. This aspect of grading cannot be made up by other means. To ensure fairness across the board, all classrooms have a "no extra credit" policy. Accordingly, students cannot raise their grades by arranging with teachers to do additional assignments for extra credit.

## **Academic Dishonesty Policy**

The Academic Dishonesty Policy provides students with guidelines and rules for appropriate and inappropriate academic behavior. Academic honesty means that each student does his or her own work on assignments, homework and examinations (tests/quizzes), and accurately recognizes/cites the work of others when appropriate.

Academic Dishonesty is considered to be a serious violation and warrants punitive recourse. Students who are considered guilty of Academic Dishonesty will be subject to discipline, including but not limited to, receiving a zero for their work, their parents being notified, and their records kept in their student file. Students who receive multiple violations of the Academic Dishonesty Policy may face suspension. The school reserves the right to impose additional disciplinary actions if warranted.

Plagiarism is one form of Academic Dishonesty. Plagiarism is defined as the wrongful appropriation or close imitation of another's work. This includes work generated by AI software if they are presented as original work of the individual.

Examples of Plagiarism include, but are not limited to:

- Copying another student's work
- Copying from a textbook verbatim
- Copying from internet sources
- Purchasing essays written by online sources
- Using ChatGPT or other AI software to generate work
- Consulting unauthorized sources (Sparknotes, Wikipedia, Cliffnotes, Shmoop, Classclit, Bookrags, Homeworkhelp) in lieu of formulating and expressing your own thoughts.

Other examples of Academic Dishonesty include, but are not limited to:

- Cheating
- Asking another student questions during a test or copying another student's answers during a test
- Allowing another student to view your personal work during a test
- Allowing a student to copy one's homework or giving another student test answers
- Preparing homework for another student or giving/lending assigned work to a student who copies the work or represents it as his or her own
- Taking work from a teacher's room without permission
- Taking a picture of a test
- Keeping a test from a testing session without the teacher's permission
- Providing information about a test to any student who will be taking it at a later time
- Receiving information about a test from a student who has already completed it
- Using unauthorized materials/cheat notes during exams and quizzes
- Using the Teacher's Edition Guide without permission to ascertain answers
- Submitting any material claimed as one's own but sourcing it from publications, websites, or other media without accreditation
- Attempting to change or changing a grade in a teacher's grade book, online grade book, or in student records

## **Reporting Student Academic Progress**

Grading is done on a semester system with interim grade-reporting every five weeks for AGBU DHS students. The semester coursework generally accounts for 80% of the semester grade, with the semester final exam accounting for 20% of the semester grade. This is the case for both Semester one and Semester two.

The school provides parents with different resources so that they are kept apprised of their child's academic progress. Teachers communicate with families primarily via email and regularly post grades online. Using a

login and password, parents and students can use the school's web-based program (BlackBaud) to check grades and progress in classes on an ongoing basis at any time.

Transcripts are issued to graduating seniors and transferring students at no charge.

### **Parent-Teacher Conferences**

The purpose of these meetings is to discuss and inform parents about student performance, so that they are involved in the academic progress and classroom behavior of their child early on in the school year. In addition, parents are encouraged to participate in their children's education on a daily basis. Appointments with teachers can be made by phone or email. In general, teachers are available for meetings after school and/or by appointment.

### **High School Graduation Requirements**

Students will not graduate, unless all of the requirements below are met:

1. All semester grades of "D" and/or "F" have been made up prior to matriculation to the following school year/grade level.
2. The student has accumulated a total of 80 hours of community service during their four years of high school.
3. The student has a cumulative 2.4 GPA minimum. Failure to achieve this average during the first semester will place a senior on academic probation, and failure to achieve that cumulative GPA at the end of the year will prevent a senior from receiving a diploma and will make them ineligible to participate in the graduation ceremony.
4. Students who have a grade of Incomplete "I" have resolved the grade within the time limit set by the teacher and approved by the administration in writing. Failure to resolve an "I" will result in its conversion to a final grade of "F" on the student's permanent record, which will make them ineligible for graduation.

Students cannot participate in the Graduation Ceremony (walk on stage) if:

1. They have any outstanding "D" and/or "F" as a semester grade during senior year;
2. They have an unresolved Incomplete "I" on their record;
3. They have more than one (1) suspension for any reason during their senior year; and/or
4. They do not have a cumulative 2.4 GPA.
5. They are on Academic/Disciplinary probation.

For a senior to graduate with honors, he/she must achieve either a senior year or cumulative high school GPA in the range of 3.60 to 3.99. For a senior to graduate with high honors, he/she must achieve either a senior year or cumulative high school GPA of 4.0 and higher. For a senior to graduate with distinction, he/she must achieve a 4.0 or above in all eight (8) semesters of their high school years.

### **Valedictorian and Salutatorian Distinction**

AGBU Manoogian-Demirdjian School does not rank its students. The selection of valedictorian and salutatorian honors is determined based on each student's cumulative GPA, calculated from the fall semester of 9th grade through the spring semester of 12th grade. Beginning with the 2025–2026 academic year, students eligible for these awards must also have maintained good disciplinary standing, having not been placed under disciplinary review or probation during their high school years.

The Administration reserves the right to revoke the opportunity for a senior to participate in the Graduation Ceremony.

## ***Middle School Promotion Requirements***

In order to be promoted to the next grade level and qualify for enrollment into high school, each student must successfully meet each of the criteria set forth below.

1. Students in grades 6-8, must ensure all semester grades of "D" or "F" in core subjects have been made up. All courses must be made up prior to matriculation to the following school year/grade level.
2. Students must be in good academic standing, achieving a GPA of at least 2.4 or above.
3. Students on Academic/Disciplinary/Attendance probation will be reviewed to determine their eligibility for enrollment for the following academic school year.

## ***Advanced Placement Courses (AP)***

Students seeking enrollment in Advanced Placement (AP) coursework are required to obtain approval from their respective teachers, department heads, and academic counselors. For select AP courses, successful completion of a qualifying entrance examination is also mandated. Furthermore, all admitted students must formally agree to the conditions stipulated in the school's AP Contract, which establishes rigorous academic standards and clearly delineates the expectations and responsibilities associated with AP participation.

## ***Add/Drop Course Procedures***

In high school, adding/dropping courses applies only to Honors and Advanced Placement (AP) classes. A student may drop an Honors or AP course during the first five weeks of the course and instead enroll in a non-AP or non-Honors class. To drop a class, the student must complete and submit a Request for Course change form that requires teacher, parent, college counselor, and Principal signatures. The form can be obtained from the College Counselor's office. Request to be approved by all the individuals in the order specified on the document before the form is submitted to the school registrar and changes are made to the student database. Students cannot add Honors and AP courses after the start of the course, unless there is a recommendation by the teacher.

## **Student Life**

### ***Academic Eligibility***

The eligibility to participate in team sports, extra-curricular, and school-sponsored activities (such as major field trips) is determined by each student's academic performance and/or attendance record. Students must have a 2.4 grade point average (GPA) at each 5 week reporting period including at the semester mark in order to be eligible to participate in team sports, extra-curricular, and school-sponsored activities. The Administration reserves the right to determine that a student with academic, disciplinary or attendance issues cannot participate in such activities. For additional eligibility requirements to participate in team sports, see the "Athletic Policies and Procedures" policy in this Handbook for more policies and procedures regarding student athletes.

### ***Athletic Policies and Procedures***

Athletics at AGBU DHS utilize Physical Education and after-school sports to teach students positive habits in exercise, teamwork, sportsmanship, and discipline. The Physical Education curriculum helps students develop abilities in motor skills, teamwork, and rules of sports, sportsmanship, and the importance of staying active and exercising. Activities such as stretching, running, team sports, and fitness tests help demonstrate these lessons.

All male and female students can try out for and participate in after-school sports teams which compete in basketball, soccer, volleyball, track and field, table tennis, flag football, tennis, basketball, softball, golf, cross country, and cheer squad. These teams compete in three distinct leagues. Students in Kindergarten through 8<sup>th</sup> grade can compete in an Armenian school league called KAHAM which unites Armenian schools in Southern

California to strengthen wider community ties through athletic competition. Student-athletes also compete against local schools in the San Fernando Valley Private School League and across the state in the California Interscholastic Federation (CIF).

Student-athletes should only try out for teams they are ready to make a season-long commitment to. Quitting during any point in the season will hurt the team and prompt evaluation by the Principal and Athletic Director to review a student athlete's eligibility for future involvement in school athletics.

Student-athletes are responsible for making up missed assignments, notes, work, quizzes, projects or tests due to athletic events.

Prior to beginning the season, and as a condition of involvement in sports, students and parents must sign a Student Athlete Academic Contract as well as a Consent Form that 1) permits their children to ride in school-approved transportation; 2) releases emergency contact information in the event of emergency; and 3) allows for the utilization of first aid and/or medical care and/or surgical procedures, hospitalization included, in case of a medical emergency. All student-athletes will be provided with a contract outlining eligibility and requirements.

Student-athletes who receive any type of infraction or are involved in any behavioral incident on game day are subject to the School's Disciplinary Policies and Procedures. This applies regardless of the nature or reason for the incident. For more detailed information, please refer to the "Disciplinary Policies and Procedures" section of the student handbook.

School policy requires all student-athletes to be in attendance for the full day to be eligible to practice or play during same day practices and games. Students who are absent due to illness on game day or on a practice day cannot practice or play in that game for that day.

Student-athletes, parents, and coaches are expected to conduct themselves as ambassadors of AGBU DHS and representatives of the core values and mission guiding the school community. Student-athletes and supporters of student-athletes (fans, family members, coaches, etc.) are expected to exercise the highest level of sportsmanship and integrity during all practices and games, refraining from the use of profanity, engaging in arguments, fights, or the taunting of opponents, officials, fans, or anyone else present. It is expected that visiting teams are treated with esteem, equipment and property is handled appropriately, and athletic uniforms are used in all competitions.

### ***Major Field Trips***

The designation "major field trips" refers to optional overnight educational travel, including but not limited to the Sacramento/Fresno, East Coast, Armenia, the internship trip to Armenia, grade retreats, Grad Night and the high school student exchange program with AGBU Marie Manoogian Institute in Buenos Aires. The ratio of one chaperone to no more than ten students will be maintained for all major field trips. Parent/guardian chaperones are not permitted.

Only students who are currently enrolled at AGBU DHS and whose account status in terms of tuition and fees is current can participate in major field trips.

Deviations in travel (i.e. prolonging a stay, flying to a different destination at the conclusion of the major field trip, etc.) will be allowed only in the case of the Armenia trip. Deviation arrangements for the Armenia trip are to be made directly between the family and the travel company used by the school. Families are personally responsible for paying any additional fees and expenses that may be incurred as a result of the deviation.

While chaperones will lead and supervise students throughout each travel/trip day, it is impossible to monitor the actions of every student at every moment. We expect that students will be on their best behavior throughout the duration of the trip, and will attend/participate in all aspects of the itinerary. Inappropriate conduct on the part of any student will not be tolerated. Should there be any case of unacceptable conduct of any kind, the subject student(s) will be held accountable, and consequences will be imposed both on location

during the trip and upon return. As is the case when students are in school, policies contained in this handbook will be enforceable throughout the trip, to the degree applicable. Depending on the severity of the behavioral infraction, a student may be asked to return home before completing the trip program, with the student's parents being responsible for any extra costs associated with the student's abrupt departure. During a pre-trip meeting with parents and students, separately, travel guidelines and a code of conduct will be reviewed and signed.

Although students' input/preferences will be taken into consideration when finalizing rooming arrangements, the school cannot guarantee that a student's choices for roommate(s) will be implemented. Every effort will be made to implement at least one of a student's roommate selections. Therefore, students may have to share a room with others they did not select as roommates.

### ***Participation in Extracurricular Activities and School-Sponsored Trips***

If a student is absent, suspended, or sent home due to a violation of school policy, they will not be permitted to participate in any school activity or program on that day or for the duration of the suspension. In such cases, the student may also forfeit full participation in the event or trip, and any expenses incurred will be non-refundable.

## **Conduct & Behavior**

### ***Standards of Conduct***

The following student standards of conduct will apply at all times:

- Respect school authorities, personnel, visitors, school property, and the rights and property of fellow students.
- Demonstrate self-control while on campus and while attending school-related activities off campus and show respect for the neighboring community.
- Be seated and prepared for class when the second bell sounds. Furthermore, students are prohibited from leaving the classroom without first obtaining permission from their teacher.
- Be prepared with homework, assignments, presentations, and the necessary materials (textbooks, notebooks, writing utensils, etc.) to participate thoroughly in daily academics.
- Conform to the school's Dress Code Policy during school hours and at times during school-sponsored events and activities (see Dress Code Policy section).
- While in the classroom, refrain from any action that is considered distracting to the learning environment.
- Participate and be attentive and fully engaged with the learning process.
- Do not quarrel with or display acts of defiance towards teachers or any authority figure under any circumstances.
- Do not engage in "horseplay."
- Chewing gum is not allowed on campus.
- Students are prohibited from consuming food or beverages inside the AGBU DHS building, except for drinking water from water fountains or water bottles (in classrooms only) at the teacher's discretion. ● During lunch, students should follow the instructions of adult monitors managing lines, maintain a tidy space, clean up after themselves, and consume food/drink in approved eating areas only.
- During assemblies, students should demonstrate respect and courtesy by remaining quiet as they enter and exit, pay attention to the speaker(s)/performer(s), show appreciation through applause, and follow all instructions.
- No baked items or balloons should be brought to school for the purpose of a student's birthday.
- Rolling backpacks are prohibited, except for valid medical reasons (the school reserves the right to request medical documentation for this purpose). Any student who brings a rolling backpack to school will have it confiscated and impounded in the Dean's Office. A parent must accompany the student to retrieve it.

- Storage racks on the 1st and 2nd floors are to be used specifically for lunch bags, gym/athletic bags and gear only. Materials such as textbooks, binders, notebooks, clothing, projects, lunch bags, food, and the like are prohibited from being placed on the storage racks. Any items other than lunch bags, gym/athletic bags and gear are subject to disposal. Students may be subject to disciplinary action for repeat offenses.

### ***Disciplinary Policies and Procedures***

A student is an AGBU DHS student at all times. A student who engages in conduct, whether on campus or off-campus, during school hours or outside school hours, that is found to be inconsistent with the values of or harmful to the reputation of AGBU DHS may be subject to discipline.

When school policies, guidelines, or rules are violated, different disciplinary measures may be taken, at the discretion of the school administration. Students shall be treated fairly and equitably. Discipline shall be based on a careful assessment of the circumstances of each case. Factors to consider shall include: (1) the seriousness of the violation; (2) the student's disciplinary history; (3) the student's potential for success at the school; (4) the student's attitude; and, (5) any other factors the administration desires to consider. It is possible that two students violating the same guidelines or rules at the same time may receive different disciplinary consequences.

### Final Determination in Disciplinary Issues

The AGBU DHS administration reserves the right to make the final determination with regard to student disciplinary issues and consequences. The Principal is generally the final authority with regards to disciplinary issues.

### Modifications

AGBU DHS reserves the right to make the necessary changes and/or modifications to the school disciplinary policies and the rules at any time during the academic year.

### Right to End Relationship

The school reserves the right to end its relationship with a student and/or family at any time and for any reason if the administration believes that AGBU DHS is best served by ending the relationship. At the discretion of the administration, the student may be given the opportunity to voluntarily withdraw or be dis-enrolled.

### No Progressive Discipline Policy

***The school does not have a progressive discipline policy.*** Accordingly, the school at its discretion may choose any disciplinary consequence it deems fit, depending on the nature and extent of the student's behavior. For example, depending on the egregiousness of the conduct, the student may be immediately referred to the Disciplinary Committee and subject to removal, without receiving Infractions prior to the incident.

### **School Investigation Policy**

The school will investigate violations of this Handbook's policies and procedures and any other inappropriate conduct, including student complaints regarding the same, when appropriate. In the course of this investigation, the school reserves the right to question student(s) at the subject of the investigation, and relevant witnesses. While the school cannot promise absolute confidentiality, it will keep the investigation confidential to the extent possible and consistent with the school's need to conduct a fair, timely, and thorough investigation that affords all parties appropriate due process and that reaches reasonable conclusions based on the evidence collected. Based on its investigation the school will take appropriate corrective action when

warranted. The school prohibits individuals from hindering or interfering with our own internal investigations. Students who hinder or interfere may be subject to disciplinary action.

## **Unacceptable Conduct**

While not intended to be an all-inclusive list, the examples below represent behavior that is unacceptable and warrants discipline:

- Any conduct, in the judgment of School Personnel, that is:
  - Inconsistent with the values or harmful to the reputation of the school; and/or
  - Undermines the authority of school personnel; and/or
  - Is disruptive, disrespectful, insubordinate or defiant of school personnel.
- Any conduct that violates the Standards of Conduct set forth in the Handbook's "Standards of Conduct" Policy;
- Assault and Battery. This includes any caused, attempts to cause, or threats (including written and verbal) to cause physical injury to another person;
- Insubordination;
- Indecent exposure or exhibitionism;
- Fighting
- Bullying; verbal, physical, and cyberbullying
- Harassment; in any form
- Leaving school premises or class without authorization
- Destruction of school property;
- Causing a disruption in the classroom;
- Littering;
- Profanity, pornography or obscene gestures or drawings. This includes the drawing of any objects or figures that are offensive, inappropriate, obscene, or pornographic;
- Threats against School Personnel, students, other parents, or anyone affiliated with the school. This includes statements of any kind that threaten, describe, or hope for violence, or create an intimidating or threatening environment at the school;
- Theft or robbery;
- Campus disturbance and inappropriate assembly;
- Horseplay;
- Truancy;
- Food fights/throwing (ex. Food, bottles or cans) objects;
- Possession and/or use of weapons and dangerous instruments, real or fake. This includes possession of weapons (real or fake) or dangerous instruments on school grounds, in the school parking lot, to or from school, or at any school-related or sponsored activity or event. Weapons (real or fake) and dangerous instruments include, but are not limited to, firearms, air guns, paint-ball guns and stunt guns; cutting or puncturing devices like dirks, daggers, knives, or folding knives with locking blades;
- Violation of any policy set forth in this Handbook, including but not limited to the school's Attendance/Absences policy, Dress Code policy, Cell phones, Smartwatches, and other Electronic Devices policy, Tardiness policy, and/or Truancy policy.

## **Disciplinary Actions**

Violations of the school's rules or policies may result in disciplinary action, including but not limited to, one or more of the consequences listed below.

With the exception of verbal warnings, the nature of the disciplinary action and corrective plan (if applicable) will be recorded in the student's portal on Blackbaud and will show up as an Infraction. Parents will be notified of the disciplinary action through an automated email generated by Blackbaud. Students who accumulate Infractions will be subject to any of the disciplinary actions set forth below. The level of Infraction, and

resulting disciplinary action, will depend on the nature of the conduct, the student's Infraction history, and other factors the administration in their discretion believe is important.

The nature of the conduct will determine the level of the Infraction and the consequences of the Infraction. Students who accumulate Infractions will be subject to disciplinary action, including but not limited to:

1. Minor disciplinary problems may be handled by a teacher or staff member. The teacher or staff member may, at their discretion, only give a verbal warning. However, the teacher or staff member can also determine to impose some, or all, of the following:
  - a. Teacher-Student meeting
  - b. Teacher-Parent meeting
  - c. Administrator-Teacher-Student-Parent meeting
  - d. Loss of privileges (for example, restriction from participating in school activities, athletics, and/or events)
2. If behavior persists, or if the conduct is serious enough that it warrants harsher discipline, the student will be referred to the Dean of Students or Principal (or the Principal's designee) and may be subject to the following consequences:
  - a. Behavioral Monitoring/Disciplinary Review: Students who consistently exhibit behavioral problems will be subject to behavioral monitoring (by teachers and staff) and may be referred to counseling services. Students who are on Behavioral Monitoring/Disciplinary Review will have a hold on their account and will not be allowed to register for the upcoming school year until they demonstrate improvement in their behavior and the hold is removed.
  - b. Reflection Session with the Dean: Reflection sessions are held before or after school on preassigned days.
  - c. Suspension: Suspensions are assigned for a minimum of one day and may be extended if additional time is needed to investigate the incident. Virtual access will not be permitted for both types of suspensions. Suspensions can either be in-school or out-of-school:
    - i. In-school suspension: The student serves the suspension at AGBU DHS under the direction of the Dean. The student will not be permitted to attend class, activities, or athletic events while on suspension. Students are responsible for making up all schoolwork and assignments missed while on in-suspension.
    - ii. Out-of-School Suspension: During the suspension period, the student is prohibited from being on campus or participating in any AGBU DHS activities or events. Any material missed during this time may not be eligible for full credit.
  - d. Disciplinary Probation: A student will be placed on disciplinary probation if he/she has continually violated the general procedures and guidelines of the school or has been involved in particularly serious misconduct. A student may be placed on probation for as long as the Dean of Students and/or Principal deems necessary. Students on disciplinary probation cannot participate in any school events, field trips, clubs, sports, and extracurricular activities. Students who are on Disciplinary Probation will have a hold on their account and will not be allowed to register for the upcoming school year until they demonstrate improvement in their behavior and the hold is removed. While on Disciplinary Probation, DHS releases (does not hold) the student's priority registration for the upcoming year.
  - e. Referral to Counseling Services. Students who are referred to counseling services will be subject to the Counseling Policy in this Handbook.
  - f. Referral to Disciplinary Committee: The Disciplinary Committee is an advisory body to the Principal that may be convened to address disciplinary issues and provide recommendations for appropriate consequences. The Disciplinary Committee may consist of administrators, counselors, teachers, and/or other school personnel. The Disciplinary Committee may make one of the following recommendations to the Principal:
    - i. Continued Enrollment: Student continues to be enrolled at the school. Continued enrollment may have other disciplinary consequences such as, but not limited to,

- suspension from athletic programs, extracurricular activities, school trips/field trips and referral for counseling/corrective behavior.
- ii. Parent Withdrawal: The school gives the student and his/her family the opportunity to voluntarily withdraw from the school.
  - iii. Withdrawal for Disciplinary Purposes: The student is withdrawn for disciplinary purposes, and the student's record will be marked as a withdrawal for disciplinary purposes.
  - iv. Expulsion: Upon expulsion, a student's attendance at the school is terminated by the school, and the student's record reflects an expulsion.
- g. Expulsion: Whenever a student's behavior deteriorates to the point where school order is disrupted, or the morale, well-being, or good reputation of the students, faculty, staff, and school are jeopardized, the student forfeits the privilege of continuing his or her education at the school. When expulsion is recommended, the student is automatically placed on out-of-school suspension, during which the Administration reviews the matter and reaches a final decision. In exceptional cases, it may become necessary to expel students after a single major violation of a school rule.

## **Attendance**

### ***Attendance Policy***

The educational process within the classroom environment demands daily attendance so as to receive maximum benefits. Therefore, the school insists upon and expects the cooperation of both parents and students to see to it that classes are attended on a regular and continuous basis. For all students at AGBU DHS, course credit is based on both academic achievement and regular class attendance. Therefore, students' absences and incidences of tardiness will negatively impact student grades.

Please note that full-day attendance is required in order for students to participate in any same-day school activities, including events, performances, practices and athletic or academic competitions. Students who are absent for any portion of the school day will not be eligible to participate in these activities.

All past due absences will be marked as unexcused and will not be excused later. If a student is absent three (3) or more consecutive days, a doctor's note must be provided before the absence is considered excused. Students with seven (7) or more absences per semester/per class (excused or unexcused), are at risk of being placed on Attendance Review/Attendance Probation contracts.

The school will evaluate whether an absence is excused on a case-by-case basis. An absence may be excused for the following reasons with proper documentation:

- Chronic illness, extensive medical procedures, nurse dismissal, and/or serious injuries.
- Mandated court appearance (with verifiable proof of appearance);
- College visit/interview
- DMV appointments
- Family bereavement
- School related activity (athletics, school field trips, school academic competitions, etc.)

Vacations and personal activities *are not excused*.

### ***Reporting Absences***

Absences must be reported on the same day. To report the absence, a parent/guardian must email [dhsattendance@agbumds.org](mailto:dhsattendance@agbumds.org), explaining the reason for the absence. Additional documentation may be necessary for absence verification/record keeping. Please be aware emails do not guarantee the absence will be excused.

Parents must provide the following information when reporting an absence:

1. Student's name;
2. Date of the absence;
3. Grade level;
4. Reason for the absence.

Early dismissal requests require a 24 hour notice in writing sent to [dhsattendance@agbumds.org](mailto:dhsattendance@agbumds.org). Please be proactive in scheduling appointments outside of school hours.

### ***Tardy Policy***

The AGBU DHS school day begins promptly at **8:00 am**.

Students are expected to be punctual to every class throughout the school day. All students are subject to the following rules regarding tardiness:

1. If a student arrives past the tardy bell, 8:00am., they will be marked tardy and must report to the Dean's/SAO office prior to attending class.
2. If a student is tardy more than 30 minutes to a class, they are considered absent.
3. Tardiness:
  - a. The classroom teacher warns/reminds the student to be on time. The student may also receive an infraction and/or be impacted by losing integrity points and points for missed work.
  - b. Students who are repeatedly tardy may be required to attend a reflection session on the same day they were tardy or attend a morning/after school volunteer session as needed.

The school reserves the right to verify the student's reason for the tardy, including requesting documentation.

### ***Truancy***

A student who (1) misses more than 30 minutes of instruction without an excuse three times during the school year; and/or (2) incurs three or more unexcused absences during the school year is considered Truant. Students who are considered "Truant" will be reported to the administration for further review. The administration, at its discretion, will determine whether a school absence is considered excused based on the student's individual circumstances.

This policy is compliant with California's Education Code.

### ***Make up Policy***

It is the student's responsibility to make up work in a timely manner within the parameters of the policy as outlined by each teacher. The number of days allowed for such make-up will generally be equivalent to the number of days the student has been absent. Teachers, at their discretion, can extend this time if agreed upon with the student.

## **Technology**

### ***Cell Phones, Smartwatches, and Other Electronic Devices***

To support a focused and distraction-free learning environment, the use of cell phones, smartwatches, and other personal electronic devices is not permitted during school hours.

If a device is seen or heard during school hours, it will be safely collected and held by school staff.

Should a student need to make an emergency call, they may do so through the school office. Likewise, parents can contact the school office in the event of an emergency to reach their child.

Please note that the school is not responsible for the loss or theft of any personal electronic devices, including those that have been collected for policy violations.

## **Cell Phone Policy & Guidelines**

To foster a focused, respectful, and engaging learning environment, and in compliance with the California Phone-Free Schools Act, AGBU MDS requires all students in grades 6–12 to secure their phones in Yondr pouches during the school day. This policy helps minimize distractions and encourages students to be fully present in their academic and social experiences.

AGBU MDS is a cell phone–free campus. Each DHS student will be issued a personal Yondr pouch labeled with their name. While the pouch remains school property, students are expected to bring it to school each day and keep it in good condition.

### Daily Procedures

- Upon arrival at school, students must:
  - Turn off their phone.
  - Place their phone, smartwatch, and/or earbuds inside their Yondr pouch.
  - Secure the pouch.
  - Store the locked pouch in their backpack.
- At the end of the school day:
  - Students will unlock their pouch, retrieve their devices and the pouch will remain with the student.

### What If I Forget or Lose My Pouch?

- Forgotten Pouch:
  - The student must turn in their phone to the Dean’s Office for the day.
  - Repeated instances will lead to further consequences and may be treated as a lost pouch.
- Lost Pouch:
  - The student will turn in their phone to the Dean’s Office each morning and retrieve it after school.
  - Repeated instances of forgotten pouches will be treated as a lost pouch.
  - A pouch replacement fee of \$35.00 will apply automatically to the student’s account.

### Late Arrivals & Early Dismissals

- Students arriving late will lock their pouch with the SAO or Dean.
- Students leaving early may unlock their pouch at the security gate.
- It is the student’s responsibility to ensure the device is punched during the school day.

### Violations & Consequences

AGBU MDS encourages students to take responsibility for their devices and pouches. The following are considered violations of the phone policy:

- Pouch Damage: If a pouch is damaged, it will be collected by staff, the incident will be recorded in Blackbaud and a pouch replacement fee will apply. Damages includes, but are not limited to:
  - Bent or broken pins
  - Ripped fabric
  - Deep scratches or intentional marks
  - Malfunctioning lock mechanisms
- Unauthorized Use / Unlocked Pouch

- If a student is found using their phone or with an unlocked pouch during school hours, the phone and pouch will be collected and documented in Blackbaud.

#### Consequences:

- 1st Offense: Phone held for the day; 1-day in-school suspension.
- 2nd Offense: Phone must be picked up by parent; 1-day out-of-school suspension; loss of phone privileges for one week.
- 3rd Offense: Phone must be picked up by parent; 2-day out-of-school suspension; one-month phone restriction; registration for the next school year may be impacted.

### **Promoting a Positive Learning Culture**

This phone policy is designed to create a learning environment where students can thrive without digital distractions. It supports accountability, personal responsibility, and care for shared resources. We appreciate your cooperation in helping AGBU MDS maintain a respectful, focused, and enriching school experience for all.

### ***Education Technology & Chromebooks***

Technology is vital for student learning. AGBU DHS is a 1:1 school, which means that every student is assigned a Chromebook to support academic work for school and home use. AGBU MDS has an online learning environment (including Google Workspace for Education and other resources) through which students access their grades, assignments, activities, resources, and various learning materials that are necessary to complete their schoolwork. It is expected that students will have Chromebooks charged and with them during academic classes, and they can take their Chromebooks home to complete assignments. Students must return their Chromebooks at the end of the school year.

Chromebooks are issued to students on a lease. Thus, the device is considered the property of AGBU DHS. All AGBU DHS policies and procedures that relate to the use and possession of electronic devices apply to school-issued Chromebooks, both on and off-campus. There is no expectation of privacy as it relates to the Chromebooks. Accordingly, Chromebooks and school accounts may be checked at any time by school staff to ensure compliance with the school's policies and procedures.

### **Using Chromebooks at School**

- The Chromebooks come with a charging cable. Student Chromebooks are expected to be charged nightly at home so that "plugging in" during the school day can be avoided. Every student needs to have a fully charged Chromebook each day for school.
  - If a student is not prepared, he/she will not be able to participate in the class and will not receive credit for any work that was performed on the Chromebook during the class.
- Chromebooks should not be loaned to or used by any person, including family members, other than the assigned student.
- Students are responsible for securing Chromebooks when not in use.
- The AGBU MDS asset tag and the barcode should not be damaged, removed, or covered.
- Personal stickers are not to be placed on Chromebooks.
- Chromebooks should NOT be left in the car for extended periods of time. This applies during both hot and cold weather. Aside from temperature concerns, a Chromebook is an easy target for theft.
- The Chromebook screens must be cleaned with a soft, dry anti-static cloth or with a screen cleaner designed specifically for LCD type screens only. Clorox-type wipes cannot be used on Chromebook screens. The keyboard and outside of the Chromebook may be cleaned by a rag with a little disinfectant sprayed on it.
- Chromebooks must be kept in good condition at all times. Any lost or damaged Chromebooks must be replaced at the borrower's expense.

## ***Acceptable Use of Chromebooks***

Chromebook usage is a privilege, not a right. All students must comply with the Digital Citizenship User Policy set forth in Appendix A when using their Chromebooks.

Inappropriate use of Chromebooks subjects the student to disciplinary action. AGBU DHS reserves the right to monitor and inspect the devices consistent with the policies and procedures outlined in this Handbook. Any inspection of graphics, videos, written content, or the like shall be reviewed by AGBU DHS administrators. A student's noncompliance with the expectations outlined herein will result in AGBU DHS reclaiming the device from the student. In such a case, the offending individual would face disciplinary measures consistent with the policies and procedures outlined in this Handbook. Use will be terminated if inappropriate, defamatory, abusive, obscene, profane, or illegal material is found on the school-issued Chromebook. Teachers, upon approval from the principal, may set additional requirements for Chromebooks.

## ***Internet and Electronic Communications Policy***

The parents/guardians of each student are responsible for encouraging the positive and ethical use of technology, and for learning and monitoring the standards of behavior their student(s) should follow when using media or online informational sources. **Students and parents are also responsible for ensuring that the student complies with the Digital Citizenship User Policy set forth in Appendix A, which sets forth guidelines and procedures regarding the use of the school's electronic communication systems.**

In the spirit of respect for the AGBU DHS community, student use of technology on or off campus should in no way embarrass, threaten, or defame another member of the community or the reputation of the school itself.

Unacceptable use of the school's electronic and information communications systems (including the computer network and/or the Internet) includes, but is not limited to:

- Accessing, transmitting, or downloading obscene depictions, harmful materials, or materials that encourage others to violate the law;
- Posting inappropriate material to social networking/media or other websites;
- Selling or purchasing any illegal substance;
- Transmitting or downloading confidential information or copyrighted material;
- Use of any trademarks, logos, or symbols associated with the school without the permission of the school and/or in a matter that brings discredit to, or damages the reputation of, the school or a person associated with the school;
- Use that causes harm to others or damage to their property;
- Use that involves obtaining and/or using an anonymous email site, disguising one's identity, impersonating other users, or sending anonymous email messages;
- Threatening, harassing, or making defamatory or false statements about others;
- Using profane, abusive, or impolite language;
- Accessing, transmitting, or downloading offensive, harassing, or disparaging material;
- Commercial uses of the school network;
- Damaging computer equipment, files, data, or the network;
- Accessing, transmitting, or downloading computer viruses or other harmful files or programs, or in any way degrading or disrupting the performance of any computer system;
- Using any school computer to pursue hacking, internal or external to the school network, or attempting to access information that is protected by privacy laws;
- Compromising another user's social media account;
- Introducing USB drives or other portable media into the network without having them checked for viruses;
- Use that jeopardizes access or leads to unauthorized access into personal accounts or other computer networks;

- Deleting, copying, modifying, or forging another user's emails, files or data; and/or
- Accessing another user's email or online accounts without their permission.

Parents and students should be particularly mindful of the content used for:

- Creating web pages on websites or other social networking sites (such as Twitter, Facebook, etc.)
- Social media postings, entries or other communications
- Email
- Digital photographs
- File sharing or hosting sites
- Phone calls
- Voicemail messages
- Picture messages
- Text messages
- Chat or instant messaging sessions
- Video messages
- Websites and web pages
- Blog entries

The school restricts access to material that is inappropriate in the school environment. It is possible that your child may find material on the Internet that you would consider objectionable. To help avoid this we have installed an Internet blocking program to limit access to inappropriate material. However, the software is not entirely effective in blocking access and, therefore, we cannot guarantee that your child will not gain access to inappropriate material. There may be additional kinds of material on the Internet that are not in accord with your family values. We would like to encourage you to use this as an opportunity to have a discussion with your child about your family values and your expectation about how these values should guide your child's activities while they are on the Internet.

**Students have no expectation of privacy whatsoever in any message, file, data, document, telephone conversation, social media post, conversation, or any other form of information or communication transmitted to, received, or printed from, or stored or recorded on the school's electronic information and communications systems. The school reserves the right to monitor, intercept, and review, without further notice, every student's activity while using the school's information or communication systems.**

Students who violate the Internet and Electronic Communications policy, or the Digital Citizenship User Policy set forth in Appendix A, will be subject to disciplinary action. Depending on the conduct, the student may be subjected to a Disciplinary Committee review. The Disciplinary Committee will consider each case accordingly, based on the egregiousness of the violation. Violations that are serious in nature could mandate an indefinite suspension, disciplinary probation, and possible expulsion.

### ***School Use of Photos/Images Policy***

Parents and students should be aware that AGBU DHS regularly uses photos/images of students on the school website ([www.agbumds.org](http://www.agbumds.org)) and its social media pages (Facebook and Instagram). Student names may or may not be used as well, depending on the situation. If a parent and/or student does not want the student's image/name used on the school website or social media pages, they must opt out by executing the form attached hereto as Appendix B (School Use of Photos/Images/Videos Opt-Out Form) and submitting it to Soleil Barros, Marketing and Communications Specialist.

## Dress Code

The purpose of the Dress Code Policy is to develop and maintain a sense of school identity and unity among students. It is also an attempt to simplify the students' wardrobe needs. This policy will be enforced by AGBU DHS administrators and teachers from 8:00 am - 3:05 pm on a consistent daily basis.

### ***Policy Guidelines***

All students must follow the guidelines below regarding the school uniform. Students are required to wear the uniform throughout the entire school day:

#### Rules applicable to boys

- 6th-12th grade boys must wear gray pants or shorts, white or maroon polo shirts with school logo, and maroon hoodie/crewneck sweatshirt with school logo.
- For DHS boys grades 6-12, grey pants and shorts in color "School Uniform Grey" must be purchased from this [link](#).
- Hair must be neatly groomed/trimmed
- Hair may not be worn below the collar, eyebrows, or ears, and may not be cut so short so as to display the scalp.
- Students must be clean shaven at all times.
- No facial hair (no goatees, mustaches or beards, etc.)
- Sideburns may not be grown below the ears.
- Senior boys may have light, well-groomed facial hair.
- No visible jewelry, with the exception of watches, is allowed.
- No earrings or studs.

#### Rules applicable to girls

- Plaid skirt, skirt must have a 6-inch inseam
- Biker shorts MUST be worn underneath
- White or maroon polo shirts with school logo
- Maroon hoodie/crewneck sweatshirt with school logo
- Gray or black leggings (solid colored, no patterns or logos) underneath the skirt.
- No visible jewelry, with the exception of watches and one pair of small, nondescript stud earrings is permitted. Simple hair clips are allowed for the purpose of keeping hair out of the face. Girls may not wear excessive ribbons or other showy hair accessories.
- Mascara, lipstick, eyeliner, blush, or other decorative forms of makeup are prohibited.
- No nail polish for grades 6-11, including hand-painted nails, gel manicures and/or acrylic nails.
- Senior girls may have nude/french manicure-colored nail polish with modest nail length.

#### Rules applicable to boys and girls

- Polo shirts, P.E. uniforms, and sweatshirts, are to be purchased on campus on designated days or directly through the vendor.
- Our primary uniform to be worn is the white AGBU DHS polo shirt and school-approved pants, shorts, or skirts (this is the required uniform for picture day or field trips). Alternative school-approved options are limited to the maroon AGBU DHS polo shirt, senior hooded sweatshirt, and Titans sports letterman jacket.
- Skinny pants, cargo pants, or pants with designs, fancy stitching, are prohibited.
- PE clothes must be worn during PE instruction only.
- On days of extreme cold, wind, and/or rain, students are permitted to wear jackets, coats, over their school uniform for protection and warmth when outside the building. Such clothing must not feature logos, graphics, messages, or advertisements. Minor product symbols are acceptable.

- Any clothing worn beneath the AGBU DHS polo shirt must be solid white (no lace) with no visible colors, lettering, numbers, pictures, patterns, or other ornamentation and may not protrude from beneath the polo shirt. Long-sleeved, plain white shirts, including turtlenecks, are acceptable.
- Shoes must be closed-toe, be matching, and primarily solid in color (white, black, gray, or maroon only). Shoelaces must match and be solid in color (white, black, gray, or maroon only) with no artwork, patterns, or lettering.
- No sandals, crocks, slippers, slides, flip-flops, UGGs/UGG Tasman, moccasins or high heels/wedges during school hours.
- Socks must primarily be white, black, maroon, or gray with no lettering, numbers, pictures, patterns, or other ornamentation. Minor product symbols are acceptable.

### Rules and Regulations Regarding Accessories and Hair

- Hair must be neatly groomed and worn off the face.
- NO extreme hair styles, fade designs lines, coloring, dyeing, streaking, glitter, mohawks, ponytails, long hair, etc.
- No hats, caps, beanies and bandanas.
- Belts are optional, but if worn, must be within the belt loops, remain buckled at all times, and be of appropriate length. Belts are required to be solid black or brown with no lettering, numbers, colors, pictures, patterns, or other ornamentation. Belt buckles of a size or design that causes distraction are prohibited.
- Lanyards are prohibited from being worn as necklaces or dangled from shorts/pants pockets.
- Tattoos (real or imitation) are prohibited.

### ***Violations of this Policy***

Student appearance that does not comply with the AGBU DHS dress code policy will result in referral to the Dean of Students and parent notification.

- Dress code policy infractions will be appropriately addressed and/or corrected while the student is detained by the Dean of Students. Detained students will receive no credit for any class work or formal assessment material missed while out of the classroom. A detained student's parent(s) may be required to furnish proper attire in the event of an extreme dress code violation or repeated offense.
- Any item of clothing that can be acceptably removed must be taken off and turned over to the Dean of Students.
- A student wearing visible jewelry may be required to remove it. Jewelry will be deposited in the Dean's Office. However, the School is not responsible for any lost or stolen items of the student.
- Additional consequences will be implemented under the consideration of the AGBU DHS Disciplinary Committee for students who further violate the AGBU DHS dress code policy.

### ***Guidelines for "Free Dress" Days***

- Only flat, closed-toe types of footwear are acceptable. Footwear including but not limited to sandals, slippers, flip-flops, and those that feature high heels/wedges may not be worn.
- Beyond the items of clothing mentioned above, NO other alteration to the official AGBU DHS uniform is permissible, including but not limited to hair dyeing or streaking, extreme hairstyles, wigs, makeup, face paint, facial hair, nail polish, temporary tattoos, or inappropriate/unapproved clothing such as hats, caps, scarves, tank tops, and sleeveless shirts. Students who fail to heed this condition are subject to referral to the Dean of Students. Such clothing may be confiscated and returned to the students after school in the presence of the student's parent(s).
- Students who sport clothing containing graphics, logos, symbols, or language deemed inappropriate or in poor taste, including but not limited to those that represent or suggest
- illegal drugs, alcohol, tobacco, cigarettes, weapons, or gangs are subject to referral to the Dean of Students. Such clothing may be confiscated and returned to the student after school in the presence of

the student's parent(s). Further attention from the AGBU DHS Disciplinary Committee may be warranted.

- AGBU DHS faculty members reserve the right to ask students to remove such articles of clothing that cause disruptions or otherwise prevent a student from satisfactorily participating in class.

## **Safety & Student Protection**

### ***Parking***

Parking conditions and permissions are determined based on the school's needs and in compliance with city requirements; therefore, parking availability and policies are subject to change each year.

Only seniors are eligible to apply for on-campus parking if available; however, parking is not guaranteed, as availability is limited and based on current capacity and compliance factors.

Students who drive to school must obtain a parking permit and may only park in designated student parking areas. All vehicles must be registered with the school and must meet established safety guidelines.

Parking privileges may be revoked if a student fails to follow school rules, safety protocols, or permit requirements.

### ***Bullying and Harassment Policy***

To honor ourselves, our community, and our country, we must honor each other. We reject bullying in all of its forms – physical, cyber, psychological, academic, and emotional – because we believe in the fundamental integrity of the human spirit manifested in our lives on and off campus.

At AGBU DHS, we believe that all students have a right to a safe and healthy school environment. The school and community have an obligation to promote mutual respect, tolerance, and acceptance. Our school community is full of exceptional students, parents, teachers, staff, and administration who want to continue working and learning in a safe and welcoming school environment. In an effort to maintain a positive and safe environment, the School has implemented proactive and preventative strategies that support our anti-bullying and anti-harassment efforts, as set forth below.

#### What is Harassment?

All behaviors that constitute harassment, whether in person or online, are strictly prohibited.

Harassment occurs when an individual is subjected to treatment or a school environment that is hostile or intimidating. It includes, but is not limited to, any or all of the following:

- Verbal Harassment: Derogatory comments and jokes; threatening words spoken to another person.
- Physical Harassment: Unwanted physical touching, contact, assault, deliberate impeding or blocking movements, or any intimidating interference with normal work or movement.
- Visual Harassment: Derogatory, demeaning or inflammatory posters, cartoons, written words, drawings, and gestures.
- Sexual Harassment: Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature.

#### What is Bullying?

All behaviors that constitute bullying, whether in person or online, are strictly prohibited. Bullying is generally defined as unwanted aggressive behavior towards another individual that involves a real or perceived power imbalance. The imbalance is created between the aggressor and the victim. Bullying may include verbal or

non-verbal threats, physical assault, or other methods of coercion such as blackmail, manipulation, or extortion.

## The Different Forms of Bullying

Examples of bullying include, but are not limited to:

- Emotional, Psychological, Relational or Social Bullying: Blackmailing, defaming, extorting, humiliating, intimidating, isolating, manipulating friendships, ostracizing, rating or ranking personal characteristics, rejecting, terrorizing, or using peer pressure.
- Indirect Bullying: The use of intimidation to cause physical or psychological harm to a third party. A person who engages in indirect bullying is sometimes referred to as the instigator or shot caller.
- Nonverbal Bullying: The use of gestures, leering, posting threatening graffiti or graphic images, posturing, stalking, staring, or property destruction to demean, distress, or frighten.
- Physical Bullying: The intentional act of beating, biting, fighting, hitting, kicking, poking, punching, pushing, shoving, spitting, or tripping to cause or attempt to cause physical discomfort, injury, or pain.
- Verbal Bullying: Hurtful gossiping, making rude noises, making threats, name-calling, spreading rumors, or teasing to cause emotional or psychological harm.
- Racial/Ethnic/Religious Bullying: Bias based on ancestry, culture, ethnicity, language, nationality, race, religion, or skin color. Intergroup conflict may occur within or between socially constructed subgroups, such as between first and second generations of the same ethnic group. Bullying that targets ancestry, culture, ethnicity, language, nationality, race, religion, or skin color may be symptomatic of a larger problem of intergroup conflict, requiring systemic interventions.
- Sexualized Bullying: Unwanted or demeaning conduct or comments directed at or about an individual on the basis of actual or perceived gender, sex, sexual behavior, sexual orientation, or other related personal characteristics, with the intention to humiliate. Examples of sexualized bullying include:
  - Unwanted propositions or advances;
  - Using sexually degrading words to describe an individual or an individual's body;
  - Displaying sexually suggestive objects or pictures;
  - Telling inappropriate or sexually related jokes; and/or
  - Making reprisals, threats of reprisals, or implied threats of reprisals following a negative response to sexual advances.

## **Cyber Bullying**

Cyber bullying is defined as the use of technology to harass, threaten, embarrass, or target by means of written, verbal, or visual messages/images. This may be done through email, instant messaging, chat room exchange, social media posts (Facebook, Twitter, Instagram, Vine, Snapchat, YouTube, etc.), or digital messages/images sent to a cell phone or personal computer, laptop, electronic tablet, etc. Cyber bullying, like traditional bullying, involves an imbalance of power, aggression, and a negative action that is often repeated.

Cyber bullying includes, but is not limited to:

- Pretending to be someone else online to trick others or create false personal accounts in place of others;
- Spreading lies and rumors about victims;
- Tricking people into revealing personal information and using that information against that person;
- Sending or forwarding hurtful messages through the use of technology;
- Posting pictures of victims without their consent; and/or
- Purposefully humiliating another person to cause harm.

## ***Reporting Obligations and Disciplinary Action***

Prompt notification of bullying and/or harassment is essential to providing a safe school environment and allowing the school to properly respond. The school cannot resolve an issue of which it is unaware of. Accordingly, AGBU DHS students need to immediately report any incidents of harassment and/or bullying they experience and/or observe and/or harassment and/or bullying of which they are aware to the administration (including Dean of Students), staff, a teacher, and/or the school counselor. Students may make their report orally or in writing. Staff, administrators, and other school personnel are also required to report any conduct prohibited under this policy that they either witness or become aware of to the administration. They are further expected to immediately intervene when they see a bullying and/or harassment incident occur. Moreover, members of the school community are encouraged to report bullying and/or harassment and can do so through the following parties: parents, teachers, administration, and school counselor.

This policy applies to students on school grounds, while traveling to and from school for a school-sponsored activity, and during the lunch/recess period.

To ensure bullying and/or harassment does not occur on school campuses, the school will provide staff development training in bullying and harassment prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment.

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying or harassment. Students who bully or harass are in violation of this policy and are subject to disciplinary action up to and including expulsion.

All complaints which are reported to the school administration or which the administration becomes aware of will be investigated. While the school cannot promise absolute confidentiality, it will keep complaints confidential to the extent possible and consistent with the school's need to conduct a fair, timely, and thorough investigation that affords all parties appropriate due process and that reaches reasonable conclusions based on the evidence collected.

If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the administration. The school prohibits retaliatory behavior against any complainant or any participant in the complaint process.

## ***Bullying and Harassment Intervention***

The school has a zero tolerance policy for harassment and/or bullying by any student.

In all cases, it is important to ensure:

- That victims are believed and made safe.
- That the principles of due process are followed in regard to students reported for bullying and/or harassment; and
- Students who engage in harassment and/or bullying behaviors, bystanders, and victims of harassment and/or bullying receive school counseling services provided by the school counselor, when appropriate, in addition to interventions designed to reduce problem behaviors and increase appropriate behaviors.

Students who violate this Bullying and Harassment Policy will be subject to disciplinary action. In general, the school will take the steps below upon receiving and substantiating a report of bullying and/or harassment. However, the school does not have a progressive discipline policy. Accordingly, the school, at its sole discretion, may apply more than one disciplinary action or skip a step, depending on the severity and nature of the violation.

### Step 1: First Incidence of Harassment and/or Bullying

School Response - There will be an initial meeting with a school administrator to discuss the problem and possible solutions and to reinforce the fact that bullying and/or harassment will not be tolerated. A meeting with the parents of both parties is recommended, at which time the student who displayed the bullying and/or harassing behaviors will make a formal apology. The student that is responsible for the bullying and/or harassing will receive after-school detention.

### Step 2: Second Incidence of Harassment and/or Bullying

School Response - Formal meeting with Parents

Parents of the student who displayed bullying and/or harassing behaviors will be asked to meet with the school administrator, at which point previous documentation will be reviewed. A Behavior Contract will be signed by both the student and the parent. Both students involved will be referred to the school counselor, and the student who displayed the bullying and/or harassing behaviors will receive after-school detention.

### Step 3: Third Incidence of Harassment and/or Bullying

School Response - Disciplinary Committee Meeting

In cases of severe or repeated bullying and/or harassment, the student and parent will be required to meet with the Disciplinary Committee, and the student will receive an alternate-to-suspension detention, which is a four-hour Saturday detention.

### Step 4: Fourth Incidence of Harassment and/or Bullying

School Response - Candidate for Expulsion

In the event of dangerous harassment and/or bullying (such as serious violence or threat), or where repeated efforts to address the problem have failed, the Disciplinary Committee will determine whether the student will be a candidate for expulsion.

### ***Search and Seizure Policy***

AGBU DHS is obligated to ensure a safe and orderly environment. Students' legitimate expectations of privacy in their person and in the personal effects they bring to school must be balanced against the obligation of AGBU DHS to maintain discipline and to provide a safe environment for the school community.

AGBU DHS is committed to providing an environment free from the presence of tobacco and nicotine products (such as cigarettes, electronic cigarettes, vaporizers, chew or other related replicas of these products) drugs, alcohol, weapons, gangs, gang-related activity, or any other potentially harmful disruptive material, and/or activity. The school considers it, in the common interest, of all members of the school community to cooperate with this endeavor.

In order to obtain a safe/orderly environment, the school may conduct searches of students, which may include, but are not limited to, their person, their book bags, lockers, vehicles, personal possessions, and their clothing when there is reasonable suspicion as determined by school officials that the search will disclose evidence that the student is violating or has violated the law or a school rule. This includes, but is not limited to, evidence of the presence, use, and/or transfer of illegal or dangerous drugs, tobacco/nicotine, alcohol, weapons, and/or other potentially harmful, disruptive materials on school campus, the immediate area surrounding the school campus, or at any school-sponsored function.

AGBU DHS contracts the services of Interquest Canine Detection Agency in our efforts to provide the safest learning environment. Their canines are trained and certified to detect the odors from a multitude of illegal

substances/material including marijuana, cocaine, methamphetamines, alcohol, gunpowder, and over-the-counter prescription drugs. When the canine is in detection mode, the dogs and their handlers are always accompanied by a school official. Detection by a dog constitutes reasonable suspicion for the school to conduct a search of the student's possessions. When a canine alerts to the aforementioned, the student is informed of the canine's detection, is asked what the dog may be alerting to, and then is informed that his/her possessions will be searched.

School officials do not need a warrant or a parent's permission to conduct a search of the student and/or the school's or a student's personal property, as long as they have a reasonable suspicion that a law or school rule is being or has been violated. However, if the situation warrants "frisking" of the student or a further level of search, the student's parents/guardian will be contacted before the search unless pressing safety issues warrant an immediate search. When a school official conducts a search of a student's person or personal effects, an adult witness will be present.

When a canine detects an odor on a child's possessions, parents are informed that a search was conducted as well as the results of the search. Searches that do not uncover prohibited materials are not recorded. All prohibited materials found in a search may be turned over to the police.

If a student refuses to permit a search, a parent/guardian will be contacted for permission and/or local law enforcement may be called for assistance or referral. In addition, the student will be referred to the Disciplinary Committee for possible dismissal from AGBU DHS for failing to abide by the policies and procedures set forth in this Handbook.

### ***Drug and Alcohol Policy***

AGBU DHS observes a zero-tolerance policy pertaining to drugs and alcohol. It is our mission to provide a secure, alcohol and drug-free learning environment in which there is no such illicit activity.

Using, possessing, soliciting, or serving as an accessory to the transfer of any of the following is strictly prohibited:

- Illegal drugs
- Alcohol
- Tobacco
- Nicotine
- Vapes/E-cigarettes/Hookah pens/any other vapor-emitting devices
- Paraphernalia
- Contraband
- Any type of illegal substance or the misuse of prescription drugs

Students are forbidden from possessing, using, selling, or serving as an accessory to transfer of these substances on campus, when traveling to or from campus, or at any school function, including school-sponsored activities, events, trips, and occasions when one is representing the school. This includes attending any school function when one is under the influence of alcohol or other drugs.

Students who violate this provision will be suspended pending investigation. The Disciplinary Committee will review the case, and determine whether the involved student(s) are subject to suspension, recommendation for participation in rehabilitative/deterrent programs, opportunity to transfer, expulsion and/or any other disciplinary action. Moreover, additional steps may be taken with law enforcement if deemed necessary.

If a school representative, including a teacher, school counselor, or anyone in administration has reasonable suspicion that a student is under the influence of drugs or alcohol, AGBU DHS may require a drug or alcohol screening test. "Reasonable suspicion" means a belief, based upon facts gathered from the totality of the circumstances, that would cause a school employee to reasonably suspect that the student is under the influence of, or has a problem with, drugs or alcohol.

It is illegal to make any form of a controlled substance available to minors in the state of California. Families who make any form of alcoholic beverages, nicotine, drugs, or other controlled substances available to students are in violation of this policy and the Parent Conduct Policy set forth in this handbook. Violation of this policy may result in the family being asked to withdraw from the school community and may result in discipline of the student, up to and including suspension and/or expulsion.

AGBU DHS encourages any parent or caregiver who is concerned about their child to contact the school's counselors or administration. Early intervention can be critical in recovery from substance abuse. In cases when the student and/or family contact the school indicating a concern about a student's use of alcohol, nicotine, or other drugs, the school and family work together to assess the student's needs and seek appropriate resources. Each case is handled on an individual basis, and the school may recommend that the student agree to a rehabilitative/deterrent plan. AGBU DHS may confer with parents regarding students' participation in a rehabilitative plan or other outside support. AGBU DHS observes strict confidentiality in these matters and supports students and families getting the help they need.

### ***Weapons***

AGBU DHS is devoted to a climate of safety. In order to maintain a safe school environment, students are strictly prohibited from carrying, brandishing, using, or possessing weapons of any kind, real or fake. They include but are not limited to:

- Guns/firearms
- Knives
- Daggers
- Dirks
- Razors
- Munitions
- Air/spring projectile guns (BB, paint, pellet, or dart)
- TASER guns
- Pepper spray
- Bats
- Batons
- Any object that can be used maliciously to inflict bodily harm

Any student caught utilizing and/or possessing any weapons (including toy guns) will be suspended. The Disciplinary Committee will review the case and that student may face expulsion. Additional steps may be taken with law enforcement if deemed necessary.

### ***Fighting***

A fight is defined as a physical altercation characterized by violent/aggressive behavior between/among two or more individuals with the intent of inflicting physical harm upon one another. The physical nature of a fight could be, but is not limited to: hitting, punching, slapping, grabbing, wrestling, grappling, pulling, tripping, kicking, and use of an inanimate object as a weapon.

Students promoting, instigating, or contributing to a fight verbally or through other behaviors may be declared as a participant in the fight and incur the same consequences.

Students who violate the fighting policy will immediately receive detention and may be subjected to a Disciplinary Committee review. The Disciplinary Committee will consider each case accordingly. Based on the egregiousness of the violation, the involved student (s) may be subjected to detention and/or school service. Violations that are more serious in nature could mandate an indefinite suspension, disciplinary probation, and possible expulsion.

## ***Gangs and Gang-Related Activity***

The California Attorney General's office has defined a youth gang as follows: "A loose-knit organization of individuals usually between the ages of 14-24. The group has a name, is usually territorial, or claims a territory under its exclusive influence, and may be involved in criminal acts. Its members associate together and may commit crimes against other youth gangs or against the general population."

AGBU DHS uses the following criteria in determining gang membership or affiliation:

- The individual freely admits membership. The individual has tattoos or other gang-identifying personal appearance.
- The individual readily associates with known gang members.
- The individual wears gang colors or clothing.
- The individual "tags" or marks his/her personal property, school property, or other property with gang names or symbols.
- The individual uses a special name that identifies him/her as a gang member.
- Official documentation from the police, probation, court records, or school records identify the individual as a gang member.

AGBU DHS believes that gangs and gang activity is absolutely detrimental to the safety and learning environment established on our campus. Such criminal activity will not be tolerated. Any student who is suspected of a gang-related act will automatically be suspended pending investigation. Their case will be brought before the Disciplinary Committee for review and determination of consequences.

### ***Theft***

Theft is defined as an act or instance of stealing or larceny. Thievery in itself is a dishonorable act which corrupts the integrity of our institution. Students who are caught with stolen property and/or the unexplained possession of missing property, or in the act of participating in such behavior may be liable for monetary compensation and may be referred to the Disciplinary Committee and be subject to appropriate disciplinary action, up to and including suspension or expulsion from school. In addition, a police report may be filed.

AGBU DHS is not responsible for the loss of any personal property. Students are to be accountable for their own possessions and should store them in a safe, secure location. Backpacks and other personal belongings should never be left unattended.

### ***Vandalism***

Vandalism is defined as deliberate or malicious destruction, defacement, or damage of property.

Students are strictly prohibited from committing acts of vandalism on, but not limited to: the school campus, school property, teacher's property, other student's property, neighboring properties, other school campuses, or any school-related, off-campus activity. Students who commit acts of vandalism may be liable for damages and will likely be assigned detention and community service. In addition, a police report may be filed.

### ***Vulgarity/Obscenity***

Students are not to engage in vulgar, obscene, suggestive, or insulting expressions at any time. In addition, students are to refrain from disrespectful mannerisms, belligerence, and overt demonstrations or gestures which are intended to degrade, defame, or disgrace other individuals. Parents of students who engage in such behavior, whether the content is general conversation or directed towards someone specific, will be immediately notified. Students who violate this policy will also be referred to the Disciplinary Committee.

## **Concluding Remarks**

This Handbook is intended to provide an extensive framework of policies and procedures ensuring that the school's values and mission are realized in the numerous environments where community members engage in academic, cultural, athletic, and artistic endeavors. However, the school recognizes the possibility of unique circumstances not addressed in these pages. In such an event, the Principal retains the right to exercise judgment in any and all matters regardless of whether these matters are outlined in this Handbook.

## **Virtual Learning Addendum: 2025-2026**

(To be observed in the event of school closure)

Google Classroom is a virtual classroom; therefore, all school rules apply as noted in the Parent-Student Handbook, in addition to the classroom specific rules set forth by the teacher.

In the event of a school closure caused by the COVID-19 pandemic or otherwise, AGBU DHS school will remain closed, until further notice. If any student/parent needs to visit campus during remote learning, they must adhere to the guidelines set forth by the school, complete a Daily Health Screening Form (on our website) and sign in at the security gate before entering.

### ***Student Expectations for Google Classroom Sessions***

#### **Attendance on Google Classroom Platform**

All students are required to attend their scheduled class sessions daily. Teachers will take attendance regularly and will record absences utilizing Blackbaud on a daily basis.

If a student is going to be absent, please notify your student's teacher immediately via email, as well as [dhsattendance@agbumds.org](mailto:dhsattendance@agbumds.org).

#### **Google Classroom Sessions**

The Google sessions are an important component of Virtual Learning. Through a comprehensive program, all core subjects including Armenian, English, Math, Science, and Social Studies will be delivered live. All classes will meet daily for 45 minutes.

All participants in the Google Sessions are expected to adhere to the following guidelines:

#### **Preparation**

- Students must report to virtual classes groomed and dressed properly, AGBU MDS polos must be worn at all times while class is in session. They will be asked to leave and return with their appropriate uniform before resuming class. This will result in possible loss of participation points, at the discretion of the teacher.
- Students will be allowed to enter their Google session/classroom once their full name has been verified by the teacher.
- Students will only be allowed to enter their assigned/scheduled session.
- IDs and passwords are intended for students to keep confidential. Sharing IDs and passwords will not be permitted.
- Virtual backgrounds are not permitted during live sessions, cameras must be facing forward and ON during class. The profile picture must be a current photo of the student, they can also use their school ID.
- You may NOT take screenshots, photos, or videos of other students or the teacher during class time, group meetings, or individual tutorials/meetings.

#### **Participation**

- Students must arrive on time for their respective Google class sessions, you must enter class at your scheduled time, or you will be marked tardy. If you miss a portion of your class due to tardy/absence, you will be deducted participation points, at teacher's discretion.
- You must be in class, with a working camera and microphone ON to be marked present, if not, you will be marked absent.
- If you enter class after 20 mins, or leave class without permission, at any time, you will be marked absent.

- Eating/chewing gum is not allowed during class time.
- As expected of any class interaction, participants are to treat each other with courtesy and respect.
- Offensive or inappropriate language is not to be used in any form of communication. This extends to emails, discussion postings, group projects, and submitted assignments which may be part of or an extension of the live interaction.

### **Consequences for Non-Adherence to Virtual Learning Guidelines**

- Disruptions to virtual learning sessions may lead to the removal of the student from the session for part or entire session. Removal from class may lead to loss of points from any or all assessments being administered during that class.
- Parents will be notified as needed.
- Repeated disruption will be reported and will be handled at the discretion of the administration.

Students may face immediate disciplinary actions for any of the following major infractions:

- Entering a meeting fraudulently.
- Creating any images of meetings using screenshots or screen recordings of any fellow students or members of faculty, staff, or administration.
- Using inappropriate language.
- Bullying, intimidation, harassment, or threatening language directed toward the teacher, fellow students, or administrative staff.

## Appendices

### ***Appendix A: Demirdjian Middle and High School Digital Citizenship User Policy***

2025-2026

#### **Student Responsibility**

- I am responsible for practicing positive digital citizenship.
  - I will practice positive digital citizenship, including appropriate behavior and contributions on websites, social media, discussion boards, media sharing sites, and all other electronic communications, including new technology.
  - I will be honest in all digital communications.
  - I understand that what I do and post online must not disrupt school activities or compromise school safety and security.
- I am responsible for keeping personal information private.
  - I will not share personal information about myself or others including, but not limited to, names, home addresses, telephone numbers, birth dates, or visuals such as pictures, videos, and drawings.
  - I will not meet anyone in person that I have met only on the Internet.
  - I will be aware of privacy settings on websites that I visit.
  - I will abide by Demirdjian High School's ("the school") policies and procedures, including those set forth in this Parent & Student Handbook.
- I am responsible for my passwords and my actions on school accounts.
  - I will not share any school usernames and passwords with anyone or directly or indirectly allow another person to use them.
  - I will not access the account information of others.
  - I will log out of unattended equipment and accounts in order to maintain privacy and security.
- I am responsible for my verbal, written, and artistic expression.
  - I will use school appropriate language in all electronic communications, including email, social media posts, audio recordings, video conferencing, and artistic works. I am responsible for treating others with respect and dignity.
  - I will not send and/or distribute hateful, discriminatory, or harassing digital communications, or engage in inappropriate texting.
  - I understand that bullying or harassment in any form, including cyberbullying, is unacceptable.
    - I am responsible for accessing only educational content when using AGBU DHS school technology. □ I will not seek out, display, or circulate material that is hate speech, sexually explicit, or violent, unless it is approved by a teacher or administrator as part of a school assignment.
  - I understand that the use of the school network for illegal, political, or commercial purposes is strictly forbidden.
  - I will NOT take screenshots, photos, or videos of other students or the teacher during class time, group meetings, or individual tutorials/meetings.
- I am responsible for respecting and maintaining the security of the school's electronic resources and networks.
  - I will only use software and hardware that has been authorized by the school.
  - I will not try to get around security settings and filters, including using proxy servers to access websites blocked by the school.
  - I will not install or use illegal software or files, including copyright protected materials, unauthorized software, or apps on any school computers, tablets, smartphones, or other new technologies.
  - I will not use the School network or equipment to obtain unauthorized information, attempt to access information protected by privacy laws, or impersonate other users.

- I am responsible for taking all reasonable care when handling school equipment, including assigned Chromebook.
  - I understand that vandalism in any form is prohibited.
  - I will report any known or suspected acts of vandalism to the appropriate authority.
  - I will respect my and others' use and access to school equipment. I am responsible for respecting the works of others.
  - I will follow all copyright guidelines.
  - I will not copy the work of another person and represent it as my own and I will properly cite all sources.
  - I will not download illegally obtained music, software, apps, and other works.

Students who violate this Digital Citizenship User Policy will be subject to disciplinary action including, but not limited to: restricted access, legal action against students, suspension, expulsion, and/or criminal prosecution by government authorities.

Summary: All users are responsible for practicing positive digital citizenship. Positive digital citizenship includes appropriate behavior and contributions on websites, social media, discussion boards, media sharing sites and all other electronic communications, including new technology. It is important to be honest in all digital communications without disclosing sensitive personal information. What AGBU DHS community members do and post online must not disrupt school activities or otherwise compromise individual and school community safety and security.

**Appendix B: School Use of Photos/Images/Videos Policy**

## Opt-Out Form

A parent may withhold permission to have their child's photos, images, name, or videos of the child used on the AGBU Manoogian-Demirdjian School ("School") website or social media pages (Instagram and Facebook).

As the parent or guardian , I understand that if I opt-out, my child's images, photos, names, and/or any videos of my child will not be included on the School's website or social media pages. Note: This does not include videotaping by security cameras in school.

I agree that I do not allow my child's images, photos, names, and/or any videos of my child to be included on the School website or social media pages.

If you wish to opt-out, please contact the school's main office or the Social Media Specialist.

## **Acknowledgment Page**

I acknowledge accessing my copy of the Demirdjian Middle and High School ("School") Student and Parent Handbook – Middle and High School ("Handbook") on the school website at the following link:  
<https://agbumds.org/Handbooks>.

I understand and agree it is my responsibility to read and comply with the policies and procedures contained in the Handbook. I further understand my failure to comply with the policies and procedures contained in the Handbook can result in termination of services with the School.

I understand that this Handbook replaces and supersedes all previous handbooks, memoranda, and oral descriptions of the School's policies, practices, and procedures. I understand that the School may amend this Handbook at any time, and any such amendment shall be binding upon all AGBU DHS students and parents.

E-signatures will be collected for acknowledgement of this Handbook.