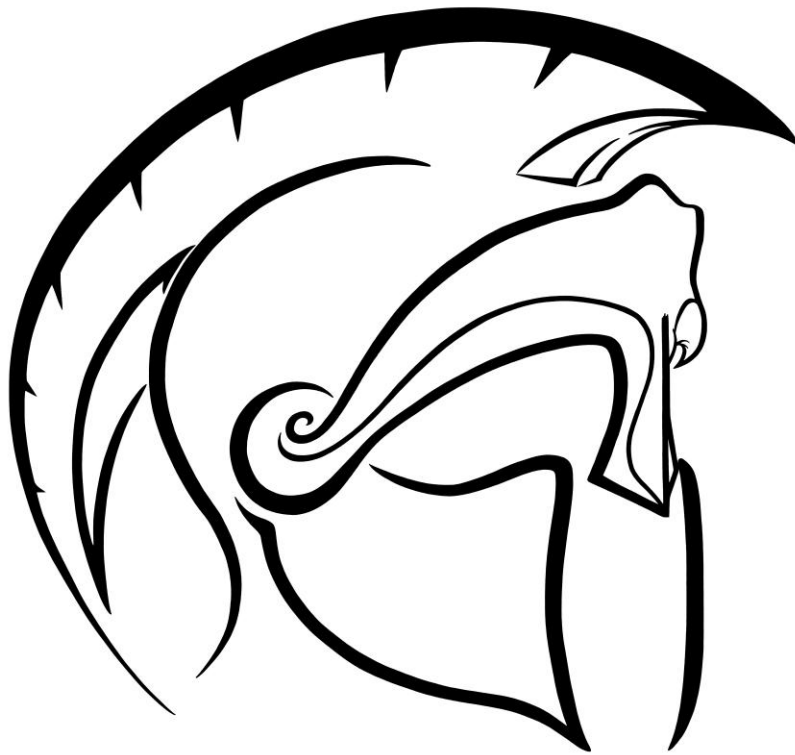


**SOMERSET COLLEGE PREPARATORY ACADEMY/
SOMERSET CAREER ACADEMY**

**SPARTAN
ATHLETIC HANDBOOK
2026-2027**



Principal: Erika Rains

Athletic Director: Gianna Iavarone



SOMERSET COLLEGE PREPARATORY ACADEMY SPARTAN ATHLETIC HANDBOOK

The Somerset College Preparatory Academy (SCPA) / Somerset Career Academy (SCA) Spartan Athletic Handbook outlines all of the rules, regulations, requirements, and guidelines for a student's participation in extra-curricular team sports. Parents will be notified of any changes to this handbook through a memorandum. Please take the opportunity to thoroughly review the contents of this handbook carefully. The rules and regulations contained in this handbook will be enforced for all students participating in any Spartan Athletic activities. If you have any questions, please contact Gianna Iavarone, Athletic Director, at: athletics@somersetcollegeprep.org or (772) 343-7028 ext. 183. We look forward to a great year of Somerset Spartan Athletics.

MISSION STATEMENT

It is the mission of Somerset College Prep Academy athletic department to graduate students with the skills and knowledge to make contributions to a better and more peaceful world. It is also the mission of this department to advocate and assist student-athletes in earning, either gainful employment or financial assistance to attend college, whether it be through academic or athletic scholarships.

VISION STATEMENT

Educate . Empower . Inspire

We will promote athletics that provide lifelong learning experiences to student-athletes while enhancing their educational goals. Our goal is to teach the values of teamwork, pride, respect, commitment, work ethic, and sportsmanship. It is our hope, that through our athletic programs, our student athletes will utilize these tools that will carry over into all aspects of their lives.

KEYS TO ACADEMIC SUCCESS

- Attend all classes daily...be on time!
- Concentrate and put forth your best effort in class.
- Ask the teacher for help when needed...don't wait for the last week of the grading period.
- Parents should check Skyward for attendance/grades weekly.
- If you have any questions concerning accessing Skyward, contact Ms. Mesina at messina.nerissa@somersetcollegeprep.org.



ATHLETIC POLICIES

Teams:

At the beginning of each season, each coach will hold try outs for all students in grades six through twelve who are interested in competing. Team selection will be based on talent, effort, academics and behavior. The head coach is responsible for the selection of the team players. Team selection is not guaranteed to any student.

Somerset does not discriminate on the base of race, gender, disability, national origin, marital status, pregnancy, sex, sexual orientation or social/family background.

Attendance:

- Attendance at practice and study hall is mandatory. If circumstances arise whereby a student cannot attend a practice, the Head Coach **must be notified** before the practice by some form of personal contact. Contact may be either by a phone call or a written statement from the parents or guardian.
- Any athlete who cuts practice, fails to appear or arrives late for a game, fails to make or arrives late for scheduled team meetings, or fails to attend school on a game day or practice day may not be allowed to participate in any game or games at the discretion of the Head Coach and/or Athletic Director.
- Unexcused absences from practices, games or meetings may result in removal from all athletics.
- All athletes must attend all classes. Athletes delinquent in class attendance or consistently tardy are subject to disciplinary action, team suspension or removal from team.

Eligibility:

- To be eligible for athletics, the athlete must be in compliance with, at minimum, the guidelines set by the Florida High School Activities Association (FHSAA). The guidelines that apply to all sports, such as athlete eligibility and Athletic Clearance procedures, can be found on the FHSAA website at www.fhsaa.com. Additionally, the guidelines for each sport are published by the FHSAA and can be found on their website.
- Athletes must be a student of Somerset College Preparatory Academy (SCPA) or Somerset Career Academy (SCA) in order to participate in athletics at SCPA.
- The Athletic Director and coaches will monitor academic performance and behavior on a regular basis. Coaches will be informed of all concerns pertaining to grades, effort and conduct of the student athlete. If the semester grade point average falls below a 2.5, the athlete will be placed on athletic probation and may not be allowed to participate per school policy. If the athlete's cumulative un-weighted grade point average falls below a 2.0, the athlete will not be allowed to participate, per FHSAA rules and regulations.
- It is required that athletes have all positive comments and evaluations from teachers on their report card, or they may be placed on athletic probation.
- Athletes placed on any type of disciplinary or academic probation may not participate in games or practices until the probationary period has been completed.



- The school and its athletic department reserve the right to drug-test students participating in extra-curricular activities. If a student fails a drug-test performed by or on behalf of Somerset and/or its athletic department, the student shall no longer be eligible to participate in any extra-curricular school program (includes all clubs, service organizations, athletics, yearbook, newspaper, etc.) at SCPA for the remainder of their educational career at Somerset Academy (i.e., if a middle school student fails a drug-test, then that student shall be ineligible throughout end of the child's 12th grade year at SCPA for any extra-curricular activities) and is subject to dismissal from the school.
- Any student who receives a suspension may not participate or finish the current or upcoming season, at the discretion of the Athletic Director and Administration.
- Transfer students who are accepted into SCPA after the beginning of the school year may have additional requirements they must meet.

COMMITMENT

It is highly suggested that all athletes participate in more than one sport season. However, once an athlete begins a season training period of a sport, he/she may not quit to join another sport during the same season. Any athlete who quits one sport to participate in another sport, will be deemed ineligible for the remaining of the school year. At the end of each season, any athlete who wishes to participate in another sport, will be allowed to try out for that sport. The head coach of that sport has the right to determine if an athlete is skillful enough to make the team.

Personal Appearance:

- An athlete is constantly in the eye of the public, and as such, becomes a representative of the school and is considered to be in a position of leadership. Athletes are expected to always dress and comply fully with the uniform dress code during school hours and when attending school-sponsored activities. Lack of adherence to these rules can result in the athlete being suspended from practice and/or games. Failure to comply after verbal and/or written notification can result in suspension and/or removal from the team.
- For all competitions, the athlete must be in the proper uniform, ready to compete. Before each game, the athlete will be able to change into said uniform.
- Failure to comply with the above can result in suspension from the team and/or removal from the team.

SPORTSMANSHIP

SCPA coaches, players and fans are expected to...

- Represent our school/community with pride and dignity.
- Treat visiting teams & officials as guests, extending to them every courtesy.
- Cheer loudly and positively for our team.
- Appreciate good play & sportsmanship from all participants.
- Refrain from criticizing and ridiculing opponents & officials.
 - Please note that SCPA reserves the right to remove any fan from any event who violation of this rule.



MANDATORY ATHLETIC FEE

Each student athlete is required to pay a ***non-refundable, mandatory*** Athletic Fee, per sport played, before the first practice of each season. Failure to complete this requirement will render the athlete ineligible to play. The amount due is listed below and is used to cover the basic expenses of the school's athletic program such as referees/officials, fees, FHSAA dues, field rentals, required on-site security and emergency medical personnel, training staff equipment, etc. In order to participate, athletes must meet all team fundraising goals set forth by the head coach and approved by the administration. Without this fee and fundraisers, we would not be able to offer an athletics program.

FEES FOR TEAMS:

Coaches and front office employees are NOT authorized to receive athletic fees – ALL fees must be paid online on our school store. Please understand that these fees do not typically cover all the costs associated with fielding Spartan teams. It is expected that all team members participate in fundraising year-round, in order to continue to keep the fees as reasonable as possible. Failure to participate in the fundraising activities may prevent further participation in further athletic activities.

SPORT	FEES
Girls and Boys Varsity Bowling	\$150
Girls and Boys Varsity Cross Country	\$150
Girls Varsity Volleyball	\$150
Girls Junior Varsity Volleyball	\$150
Girls Middle School Volleyball	\$150
Girls and Boys Varsity Swimming and Diving	\$200
Girls and Boys Varsity Basketball	\$200
Girls and Boys Junior Varsity Basketball	\$200
Girls and Boys Middle School Basketball	\$200
Co-ed Sideline and/or Competitive Cheerleading	\$225 - \$800 <i>Depending on the athlete's status (i.e., rookie or veteran, male or female, sideline team only, competitive team only, or both teams, etc.) - All cheerleaders' fees are clearly documented, on an athlete-by-athlete basis, in a separate Cheerleading Team Contract that is signed by the Cheerleader and their parent/guardian before they are eligible to participate. Payment plans are offered and are clearly outlined in the Cheerleading Team Contract.</i>
Girls and Boys Varsity Soccer	\$150
Girls and Boys Track & Field	\$150



PAYMENT OPTIONS

There are two (2) available options for resolving the athletic fee:

- 1) Make payment online through the school store
 - 2) Obtain a business sponsorship
- Regardless of the option chosen, the requirement must be fulfilled before the first practice of the team's season, or the student will not be eligible to play.
 - Other team or school fundraising activities and/or donations to the team or school will not count towards the athletic fee.
 - Future participation in the school's athletic program by a student previously deemed medically unfit to participate will only be considered after the student presents a new medical clearance letter confirming they are fit to participate from a medical professional.
 - All pending financial obligations must be satisfied before an athlete can participate in any competitions.

EQUIPMENT

All athletes are required to replace lost team gear, or gear damaged due to use outside of team sanctioned activity, by payment to replace the lost or damaged article(s). A financial obligation will be issued to each student athlete when the uniform is distributed and enforced until the full payment is received or uniform is returned in good quality and condition.

SOMERSET COLLEGE PREPARATORY ACADEMY AND THE ATHLETIC DEPARTMENT:

- Reserve the right to seek medical attention for all athletes should an emergency arise while under our supervision.
- Reserve the right to drug test student participating in extra-curricular activities for banned and/or illegal substances. Refusal to participate may result in removal from the athletics program. A positive result for banned/illegal substances may result in removal from the athletics program, as well as further administrative consequences.

SCHOOL DECORUM

An athlete is expected to govern him/herself in accordance with the rules and regulations of the Somerset Academy Student Handbook, and any violations of the student's obligations can result in removal from competitive athletics.

AWARDS CRITERIA



Athletic awards are given in recognition of outstanding athletic achievement and service to the school. In all cases, students must complete the entire season, as a member of the team, in order to be eligible for any award.

PHYSICAL EXAMINATION

All athletes are to have a fully completed and signed FHSAA Physical Examination EL2 Form (the most current version) on file before taking part in any team practices or competitions. Forms are available online on the FHSAA website or on the Athletics page of the SCPA website.

ELECTROCARDIOGRAM (ECG/EKG) SCREENING

The “Second Chance Act” (Senate Bill 1070), effective July 1, 2026, for the 2026-2027 school year, requires incoming 9th-grade student athletes and any student in grades 10-12 who has never participated in an FHSAA-sanctioned sport to obtain an electrocardiogram (ECG/EKG) screening before participating in any FHSAA-sanctioned sport.

The goal is to identify undetected cardiac risk factors and enhance athlete safety. Documentation of this requirement will be a one-page standardized FHSAA form (Form EL1) confirming EKG/ECG completion, including parent/guardian attestation, clinical verification, and referral information, if needed. An ECG/EKG performed on or after July 1, 2024 will satisfy the requirement. You can visit WhoWePlayFor.org to find local screening opportunities or consult your family healthcare provider to obtain a screening.

While current 10th-12th grade athletes (**the graduating classes of 2027, 2028, and 2029 ONLY**) who participated in an FHSAA-sanctioned sport at SCPA in a prior year are not required to obtain an ECG/EKG screening we strongly encourage, and would greatly appreciate, them to do so.

Note, as SCPA is a middle-high school, to the extent a middle school student makes a FHSAA sanctioned sport team, such rules apply to the middle school athlete. **As such, all middle school athletes are required to obtain an ECG/EKG screening.**

GUIDELINES FOR COMMUNICATION

Communications you can expect from the coach

- Philosophy of the coach
- Coaches/player/parent expectations
- Location/times of all practices/competitions
- Paperwork requirements/team rules & consequences
- Procedures should an injury occur
- Information regarding transportation to/from competitions

Appropriate concerns to discuss with coaches



- The treatment and/or development of your child mentally & physically
- Notifications of any schedule conflict...well in advance.
- Specific concerns regarding a coach's philosophy and/or expectations.

Issues NOT appropriate to discuss with coaches

- Playing time
- Team strategy
- Play calling
- Other student athletes

IF YOU HAVE A CONCERN TO DISCUSS WITH A COACH

Step 1: Encourage your child to advocate for him/herself first. The concerned player should approach the coaches to schedule a time to discuss any questions or concerns.

Step 2: The parent(s)/guardian(s) should request a meeting with the coaches via email. The email should include a brief explanation of the player/parent(s) concern.

Step 3: The parent(s)/guardian(s) should request a meeting via email involving the player, parents, coaches and athletic director. If all parties involved are still not comfortable with the outcome, additional alternatives should be discussed to resolve this matter.

Additional Meeting Criteria

- The student-athlete will be in attendance for all meetings
- The coach will have another coach or athletic administrator in attendance for all meetings
- All discussion should focus on individual questions or concerns
- The performance or ability of other athletes will NOT be the subject of discussion



STUDENT-ATHLETES AND SOCIAL MEDIA

Playing high school sports is a privilege. Student-athletes at SCPA are held in high regard and serve as role models in our school and community. As leaders, student-athletes have a responsibility to represent their community, school and team in a positive manner at all times. Student athletes should be aware that the media, faculty, college coaches and future employers can easily access your profile and view your personal information. Your personal information includes pictures, videos, comments and posts. Inappropriate material found by others affects the perception of you, as a student-athlete, the athletic department and our school. This information can also be detrimental to a student's future college or employment options. **THINK BEFORE YOU TWEET or POST.** Posts have consequences!



Social Media Do's and Don'ts

- **DO:** Be positive and supportive. You are representing more than just yourself as a student-athlete, on social media...you represent your team, school and community.
- **DO:** Share your excitement about Spartan Athletics and celebrate victories and accomplishments of your team.
- **DON'T be critical of officials, coaches, the school, opponents or fans.**
- **DON'T give opponents "bulletin board" material.**
- **DON'T discuss any internal policies, coaching decisions, tactics, etc.**
- **DON'T post anything that could be deemed confidential or sensitive.**
- **DON'T disclose any injury information about yourself or others.**
- **DON'T post anything racial, sexual, or inappropriate that could be deemed as harassing.** You may think it is funny, but it could be offensive to someone else.



PARENTS CODE OF CONDUCT

- SCPA believes that parents play a vital role in the development of student-athletes. We ask that you adhere to this code in order to make your student's athletic experience a positive one.
- Parents will encourage good sportsmanship by being a positive role model.
- Parents will try their best to make athletics a positive experience for everyone involved...participants, coaches, officials and spectators.
- Parents will insist their child treats other players, coaches, officials and fans with respect.
- Parents will reinforce the school's drug and alcohol-free policies and refrain from use of alcohol and other drugs during athletic contests.
- Parents will do their best to understand and appreciate the rules of the game.
- Parents will show their appreciation for an outstanding play by either team.
- Parents will be a "team" fan and not a "my child" fan.
- Parents will help their children learn that success is measured by the development of skills and character...not just winning or losing.
- If a parent has a concern, parents will speak with the coach at the appropriate time and place...never before, during or immediately after a contest.
- Parents will do their best to remember a ticket to a high school athletic event provides them with the privilege of observing the contest...not berating officials, coaches or players.

STUDENT-ATHLETE CODE OF CONDUCT

The SCPA athletic department takes very seriously the conduct and behavior of its student-athletes. It is a privilege for an athlete to represent their school and community. Please recognize that as an ambassador for our school, you are expected to uphold the highest standard of conduct on the field of play, in the classroom and throughout the community. This Code of Conduct for Athletes will inform you and your parents of these expectations.

RESPONSIBILITY AND BEHAVIORS

Athletes have the Responsibility to:

- Aspire toward excellence in all areas of their educational experience. This requires hard work, dedication, a winning attitude and being in class on a consistent basis.
- Exemplify sportsmanship and engage in fair, honest and safe competition, always.
- Abide by all the rules that have been established by of the National Federation of High Schools (NFHS), the FHSAA, and SCPA.
- Follow the guidelines established by their respective coaches and/or teams.
- Respect the property of SCPA. Demonstrate appropriate use of our school's facilities and resources and those of other schools when we are the visiting team.



- Refrain from public criticism of other athletes, coaches and officials...especially on social media.
- Treat opponents and officials with due respect, both in victory and defeat.
- Encourage and support the efforts and accomplishments of other athletes and teams

Unacceptable Behavior for Athletes:

- Any vulgarity, profanity or intimidation directed at other players, coaches, officials or spectators.
- Any unacceptable behavior while being transported to and from an event...including not cleaning up trash on a bus/van upon returning to campus.
- Any unacceptable behavior in a hotel and/or restaurant while on a school trip.
- Any vandalism or theft on the SCPA campus or when visiting another school.
- The consumption or selling of any drugs or alcohol.
- Negative cheering from the stands, bench or sidelines.
- Any form of hazing or bullying.
- Any action or behavior that would bring discredit to your team, school or community.

Concussion Protocol

per the Centers for Disease Control and Prevention (CDC) and the Seeing Stars Foundation

Concussion Information:

Concussion is a brain injury. Concussions, as well as all other head injuries, are serious. They can be caused by a bump, a twist of the head, sudden deceleration or acceleration, a blow or jolt to the head, or by a blow to another part of the body with force transmitted to the head. You can't see a concussion, and more than 90% of all concussions occur without loss of consciousness. Signs and symptoms of concussion may show up right after the injury or can take hours or days to fully appear. All concussions are potentially serious and, if not managed properly, may result in complications including brain damage and, in rare cases, even death. Even a "ding" or a bump on the head can be serious. If your child reports any symptoms of concussion, or if you notice the symptoms or signs of concussion yourself, your child should be immediately removed from play, evaluated by a medical professional and cleared by a medical doctor.

Signs and Symptoms of a Concussion:

Concussion symptoms may appear immediately after the injury or can take several days to appear. Studies have shown that it takes on average 10-14 days or longer for symptoms to resolve, and in rare cases or if the athlete has sustained multiple concussions, the symptoms can be prolonged. Signs and symptoms of concussion can include, but are not limited to:

- Vacant stare or seeing stars
- Lack of awareness of surroundings
- Emotions out of proportion to circumstances (inappropriate crying or anger)
- Headache or persistent headache, nausea, vomiting
- Altered vision



- Sensitivity to light or noise
- Delayed verbal and motor responses
- Disorientation, slurred or incoherent speech
- Dizziness, including light-headedness, vertigo (spinning) or loss of equilibrium (being off balance)
- Decreased coordination, reaction time
- Confusion and inability to focus attention
- Memory loss
- Sudden change in academic performance or drop in grades
- Irritability, depression, anxiety, sleep disturbances, easy fatigability
- In rare cases, loss of consciousness

DANGERS if your child continues to play with a concussion or returns too soon:

Athletes with signs and symptoms of concussion should be removed from activity (play or practice) immediately. Continuing to play with the signs and symptoms of a concussion leaves the young athlete especially vulnerable to sustaining another concussion. Athletes who sustain a second concussion before the symptoms of the first concussion have resolved and the brain has had a chance to heal are at risk for prolonged concussion symptoms, permanent disability and even death (called “Second Impact Syndrome” where the brain swells uncontrollably). There is also evidence that multiple concussions can lead to long-term symptoms, including early dementia.

Steps to take if you suspect your child has suffered a concussion:

Any athlete suspected of suffering a concussion should be removed from the activity immediately. ***No athlete may return to activity after an apparent head injury or concussion,*** regardless of how mild it seems or how quickly symptoms clear, ***without written medical clearance*** from an appropriate health-care professional (AHCP). In Florida, an appropriate health-care professional (AHCP) is defined as either a licensed physician (MD, as per Chapter 458, Florida Statutes), a licensed osteopathic physician (DO, as per Chapter 459, Florida Statutes). Close observation of the athlete should continue for several hours. You should also seek medical care and inform your child’s coach if you think that your child may have a concussion. Remember, it’s better to miss one game than to have your life changed forever. When in doubt, sit them out.

Return to play or practice:

Following physician evaluation, the ***return to activity process*** requires the athlete to be completely symptom free, after which time they would complete a step-wise protocol under the supervision of a licensed athletic trainer, coach or medical professional and then, receive written medical clearance of an AHCP.

For current and up-to-date information on concussions, visit <http://www.cdc.gov/concussioninyouthsports/> or <http://www.seeingstarsfoundation.org>



**SOMERSET COLLEGE PREPARATORY ACADEMY/
SOMERSET CAREER ACADEMY
STUDENT-ATHLETE CONTRACT
2026-2027**

Students at Somerset College Preparatory Academy (SCPA) or Somerset Career Academy (SCA) have the opportunity and privilege to participate in athletics. Expectations of student athletes are higher than those of non-athletes and thus, this contract contains procedures, rules and expectations that go beyond the Student Code of Conduct. Should a student athlete fail to abide by these expectations, both on school property and in the community, consequences may be implemented that exceed those in the Student Code of Conduct, including removal from a team or squad. This is your commitment to excelling as a student athlete in academics, sportsmanship and leadership.

CONDUCT EXPECTATIONS

- I will dress appropriately, use proper language, display a positive attitude and adhere to the SCPA Student Code of Conduct and Athletic Handbook.
- I will be respectful of coaches, teammates, school adults, other students and community members.
- I will set a personal example of excellent conduct and sportsmanship, both on and off the field.
- I will attend classes and follow the attendance policies of SCPA.
- I will give my best effort and follow the rules and procedures for any and all teams that I am a part of.
- I will follow all rules and regulations of the Florida High School Athletics Association (FHSAA).

COMMUNITY ROLE EXPECTATIONS

- I understand that my actions in the community are a reflection of myself, my team and my school.
- I will respect others and the property of others and will not physically or verbally harm another individual.

PERSONAL HEALTH EXPECTATIONS

- I will refrain from the use of alcohol, all types of tobacco products and all drugs; shall not be in possession of such substances at any time, in or out of school.



ACADEMIC EXPECTATIONS

- I will maintain the required 2.0 GPA as required by the State of Florida at the end of each semester.
- I will adhere to the higher requirements in the SCPA guidelines that state that I must have a 2.5 GPA at midterm and nine weeks reporting periods in order to actively participate in any game/match/meet with my team. Failure to do so may result in my inability to travel or participate in any game/match/meet until I am in compliance with the 2.5 GPA, as determined by the head coach or Athletic Director.
- I understand that if I am not in attendance for a minimum of 2 periods in school, I may not participate in any tryout, practice or game/match/meet that day. Documented emergencies or exceptions may only be approved by the Principal and/or Athletic Director.
- If traveling to a game, I must be in attendance during school prior to the team departure time.

ATHLETIC EXPECTATIONS

- **Eligibility is my responsibility**, and I must follow the FHSAA and SCPA guidelines to ensure that I remain eligible in order to participate with any team. I will have all completed paperwork, including a proper physical and the athletic fee paid with the school Athletic Director prior to trying out, practicing or playing with any team.
- Hazing activities of any type are inconsistent with, and disruptive to the educational process, and prohibited at any time on or off school property. No student shall plan, encourage or engage in any hazing.
- **Be Competitive and have fun.**
- I understand that I am required to actively participate in fundraising when directed by the coach of the team or the Athletic Director.

SCOPE OF CONSEQUENCES

- I acknowledge that a violation of any of SCPA Student Code of Conduct requirements or the SCPA Athlete Contract will result in consequences as outlined in either document and/or as determined by the Principal. This acknowledgement applies to both the athlete and the parent(s) or guardian(s).
- I understand that if I am placed on behavioral and/or academic probation, I am ineligible to participate in any athletic capacity.
- For inappropriate behavior, further consequences may be imposed as determined by the Principal and/or Head Coach.
- If arrested, the athlete will be dismissed from the school.
- If I quit or am removed from a team, I will not be able to try out for another sport team until the end of the regular season of the first sport in which I quit or was removed is complete.



**Somerset College Preparatory Academy/
Somerset Career Academy
Athletic Handbook Acknowledgement
2026-2027**

By signing this, I am indicating my willingness and commitment to my school, my teams and my community. I am responsible for my behavior and following all expectations. I understand that these are universal rules and that any and all teams that I am on may have additional expectations. I will maintain a level of respect and sportsmanship that brings pride to the SCPA/SCA community. Please sign this acknowledgement and return to Gianna Iavarone, Athletic Director.

STUDENT ATHLETE SIGNATURE: _____ **DATE:** _____

STUDENT ATHLETE PRINTED NAME: _____

PARENT/GUARDIAN SIGNATURE: _____ **DATE:** _____

PARENT/GUARDIAN PRINTED NAME: _____

ATHLETIC DIRECTOR SIGNATURE: _____ **DATE:** _____

ATHLETIC DIRECTOR PRINTED NAME: GIANNA IAVARONE



SOMERSET ACADEMY, INC.

DISCRIMINATION / HARASSMENT

ADHERES TO A POLICY OF NONDISCRIMINATION IN THE EDUCATIONAL AND WORK ENVIRONMENT

It is the policy of our school that all students and employees be treated with respect. We affirmatively strive to provide a workplace and educational environment free from discrimination and harassment (including sexual harassment), as required by law. Through this policy, we establish our intent to provide equal access, opportunity, and treatment to students in the provision of educational programs and activities and to applicants and employees in all aspects of employment. Slurs, innuendos, hostile treatment, violence, or verbal or physical conduct against a student or employee reflecting on his/her race, ethnic or national origin, gender or any other of the categories described below, will NOT be tolerated by our school.

This Policy Covers the Following Protected Categories:

AGE - This category prevents denial of employment and/or educational opportunities because of a person's age.

CITIZENSHIP STATUS - This category prevents denial of employment and/or educational opportunities because of a person's citizenship or immigration status.

COLOR - This category prevents denial and/or educational opportunities because of a person's skin tone. Color discrimination can occur within the same race; for example someone who has a darker complexion may discriminate against someone that has a lighter complexion.

DISABILITY - This category prevents denial of employment and/or educational opportunities because of a person has, or is perceived to have a permanent impairment that substantially limits or prevents a major life activity; for example: walking, seeing, hearing, talking, sitting, or standing.

ETHNIC/NATIONAL ORIGIN - This category prevents denial of employment and/or educational opportunities because of a person's ancestors' place of origin; or because an individual has the physical, cultural or linguistic characteristics of a particular group.

GENDER - This category prevents denial of employment and/or educational opportunities because of a person's gender or sex.

GENDER IDENTITY - This category prevents denial of employment and/or educational opportunities because of a person's gender-related identity, appearance, expression or behavior, regardless of the individual's assigned sex at birth.

GENETIC INFORMATION (GINA) - This category prevents denial of equal employment and/or harassment because of a person's genetic information; it ensures that individuals are not treated differently because of genetic information.

LINGUISTIC PREFERENCE - This category prevents denial of employment and/or educational opportunities because of the language a person speaks.

MARITAL STATUS - This category prevents denial of employment and/or educational opportunities because of a person's marital status; i.e. single, married, widowed, or divorced.

POLITICAL BELIEFS - This category prevents denial of employment and/or educational opportunities because of a person's support and/or affiliation or lack thereof with a particular political party.

PREGNANCY - This category prevents denial of employment and/or educational opportunities for women who are pregnant.

RACE - This category prevents denial of employment and/or educational opportunities because of a person's race. The five federally recognized racial categories are American Indian or Alaskan Native, Asian, Black or African American, Hawaiian or Other Pacific Islander, and White. Persons from a mixed racial backgrounds do not need to prove their exact heritage in order to assert that they have been



discriminated against based on race. Likewise, this category covers persons being discriminated against because they are married to persons of a different race other than their own.

RELIGION - This category prevents denial of employment and/or educational opportunities because of a person's sincerely held religious beliefs.

SEX - This category prevents denial of equal employment and/or educational opportunities because of a person's male or female gender.

SEXUAL ORIENTATION - This category prevents denial of equal employment and/or educational opportunities because a person is, or is perceived to be, lesbian, gay, bisexual, or heterosexual.

SOCIAL AND FAMILY BACKGROUND - This category prevents denial of employment and/or educational opportunities because of a person's socio- economic, family and/or educational background.

**TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 PROHIBITS SEXUAL HARASSMENT WHICH INCLUDES:
UNWELCOME SEXUAL ADVANCES; REQUESTS FOR SEXUAL FAVORS;
AND OTHER VERBAL OR PHYSICAL CONDUCT OF A SEXUAL NATURE, WHEN:**

Sexual Harassment will NOT be tolerated.

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of employment or participation in an educational program;
- Submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or educational environment. Unwelcome verbal or physical sexual conduct must be either severe or pervasive.

Retaliation occurs when an employer takes an adverse action against an employee because he or she engaged in a protected activity, such as complaining about discrimination or threatening to file a charge of discrimination. An employee cannot file a complaint of retaliation unless he/she has filed a charge of discrimination, participated in an investigation or opposed an unlawful employment practice.

For additional information about Title IX or any other discrimination/harassment concerns contact:

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